

National Commission on Labour

ANALYSIS OF REPLIES

TO

COMMISSION'S QUESTIONNAIRE

WAGES
(Section V of the Questionnaire)

January, 1969

PREFACE

The tables presented in this volume represent the views of institutions/persons to the Commission's questionnaire. Many of the answers to the questions themselves and did not permit of a 'yes' or 'no' classification as it he case with questions drafted with specific cells for recording responses. The Commission's aim was to give nonplete liberty to respondents to express their views in whatever form they choose. Mechanical tabulation of such an information, therefore, was a difficult task. Nevertheless an attempt was made to differ the replies the replies but to bring them in the tabulation record has not been possible. This may reduce the utility of the statements in this compilation to some extent. But the data combined with other information that the Commission has collected will be found useful for analysis of views of different sections and also to check on the consistency of treplies. The tables contained in the this volume will provide, we expect, useful source of information to research workers and experts who are interested in a study of labour problems.

The Questionnaire

2. For the purpose of tabulation, the 230 questions in the Commission's Questionnaire required a further sub-division for making the replies amenable to coding and mechanically. Excluding these, the remaining 227 questions were further tabulation. There were 3 questions mz. Questions No. 38, 75 and 167 whose replies could not be tabulated mechanically. Excluding these, the remaining 227 questions were further divided into 416 more compact questions to facilitate coding. The classification of the initial questions and their sub-division for coding section-wise is as follows:

I on I in II	Total questions 2 11 11 14	3 23 33 35
on III on IV		
Section VI Section VII	12 15 15	8 2 2
on IX	T 19 TOTAL 230	•

Response

3. The questionnaire was widely canvassed among employers and their associations, workers and their unions, Government departments both in the Central and States, public sector undertaking and projects, co-operative establishments, universities and research institutions, individuals and experts and other organisations of different sizes and representing different political interests in the guestionnaire was open, it was left to the institutions/persons to add to the questions if they so chose. Most of the respondents preferred to deal the subject question in the same order as the questionnaire and not raise additional issues to be answered. Some replies did not conform to this pattern. However it was possible from them to understand reaction to the issues as posed, in the questionnaire. These responses, therefore, could be tabulated. There was yet another category of replies which did not touch any of the aspects on which the Commission sought assistance but contained views which, though otherwise useful, could not be included in the present tabulation.

4. A total of 704 written memoranda/replies were received by the Commission. Barring 170 replies/memoranda which had not touched on any of the 230 questions contained in the tabulation programme. A list of respondents whose replies figure in the tables contained in this volume is appended.

Coding of Replies

5. Having broken down the 230 (227+3) questions into 419 (416+3) compact questions, the next stage in the tabulation plan was to convert the replies into numerical code to facilitate processing on an Electronic computer. It was not possible to prepare a comprehensive code list in advance for obvious reasons. A two digit numerical code for replies of each question was devised after examining a few replies. The code list was, however, kept open and flexible to accommodate new types of answers. A group of investigators was given adequate training for the purposes of coding. Investigators had instructions to report to the Supervisor as soon as they come across a reply which could not be classified under any of the codes already devised. A new code was introduced for such reply and, to maintain uniformity, was communicated to all other investigators to enable them to make their list uptodate. At regular intervals the codes brought uptodate in this manner were discussed by the unit with a Senior Officer. All replies listed in the tables contained.

^{*}We have verified subsequently that the inclusion of these replies will not change the conclusions which could be reached on the basis of tabulate replies

in this volume, therefore, conform to the actual wordings of the respondents. In cases where some suggestions emerged from the replies all combinations of the selection. In certain cases, the respondents modified their reply during the course of oral evidence. A corresponding change in reply codes had to be made to conform to the final reply. · Mic

6. An additional dimension had to be introduced in the tabulation scheme as Institutions/persons themselves required to be classified. Here also a two digit numerical code; had to be adopted for the following types of sources of sources of the following types of the following types of sources of the following types of the follow

il de (i) Category—Government departments, public sector projects/undertakings, private/public enterprises, employer's associations, trade unions, academic/research tutions, individuals, etc. (Separate codes were provided for large, medium and small employers and trade unions)

(ii) Industry-from which the replies were received.

(iii) Affiliation—of central trade unions or employers' organisations to which the responding unit is affiliated, if it is an association of employers or a trade union.

7. Apart from all possible care that was taken to ensure a correct and uniform coding, a 10 per cent random check was exercised to ensure accuracy.

Tabulation of data

8. After the coding of replies to the questionnaire, the code numbers were transcribed on summary code sheets. These code sheets were passed on to Computer Centre of the Planning Commission for further processing. The data were transcribed from the Code sheets to 80 column Punch cards and from punch cards to Magnetic disc.

The processing of data was done on L.B.M. Computer 1620 Mark II. Decodification and further processing of tables was done by the mechanical tabulation unit.

Organisation

9. The entire tabulation work was done by the mechanical tabulation unit of the Commission comprising one Assistant Director, one Investigator (Grade I), three Investigators (Grade II) and a typist. In the later stages but for a short period of six weeks the strength of the unit had to be considerably augmented to cope with pressure of work. The whole process took about 15 months to complete.

Arrangement of Tables

10. There are 5 types of tables in this volume:

(i) Replies classified by categories of respondents;

(ii) Replies classified by industries (Employers only);

(iii) Replies classified by industries (Unions only);

(iv) Replies of Central Trade Unions/Employers' Organisations and their affiliates;

(v) Views of respondents on two or more related questions (para-1).

11. The first set of 419 tables, one for each question, gives a frequency distribution of replies classified by categories of respondents. Frivate employers and local trade union whose strength was below 500 was taken to be a small establishment or trade union: from 500 to 999 was taken to be a medium sized establishment/trade union; and all other whose strength was over 1,000 was taken to be a large establishment/trade union. All central or All India Unions/Associations and their State/Regional branches were considered as large organizations.

12. The second and third sets of tables, 838 in all, classify the respondents by industries. These tables have been prepared separately for employers and trade unions. The list of industries in these tables is not comprehensive; only selected important industries have been taken for tabulation.

13. The fourth set gives the views of central unions and employers organizations juxtagueed with those of their affiliates. These tables have been prepared for 273 questions only.

14. The last set gives the views of respondents on related questions. These tables have been prepared separately for (i) Government departments, (ii) public sector employers, (iv) trade unious, and (v) All respondents put together.

(B. N. DATAR) Mender-Scardery

> NEW DELHI : Desmier 29, 1968.

ACENOWLEDGMENTS

Shri P. D. Bhatnagar, Assistant Director Shri Lakshmi Saran, Superintendent

Investigators :

S/Shri M. V. Balasundara

M. S. Mayya

R. K. Singh K. S. Lal H. K. Kaushik

K. L. Chatterjee

S. Guruswamy S. R. Dhawan

Suresh Chandra N. M. Alvi

R. C. Chaudhary Prabhu Dutt

V. P. Kathpalia

R. L. Arora Prem Shankar

S. L. Mchta

R. S. Lal

I. J. Malhotra U. C. Vashist

S. N. Agarwal S. B. Mathur B. Mukhopadhyay

Assistants/U. D. C.:

S/Shri M. L. Bhatis

A. C. Bansal

K. S. Chadha V. R. Verma

Santosh Kumar P. J. Basil

Stenographers/Steno-typists:

S/Shri K. G. Krishnan

K. K. Nangia

Shiv Kumar

Joginder Singh

R. K. Bansal R. K. Sharma

Hari Haran

G. C. Jain K. D. Khanna

P. T. Murukan

Miss Arvinder Bedi Surinder Kumar

Typists :

S/Shri H. S. Bindra R. K. Tulsiani

T. D. Taneja H. M. S. Bhasin

Y. D. Sharma

Miss Rama Chadha Miss Shobba Arora

Miss Manju Sarena

Miss Asha Vohra

Miss Prem Lata Chandhok Miss Maya Arora

Miss Asha Malhotra

APPENDIX

OF RESPONDENTS

- Inspector General of Forests, Deptt. of Agriculture, New Delbi.
- Directorate General of Inspection, Ministry of Defence (Department of Defence Production), New Delbi.

LIST

- Labour Bureau, Simla.
- Central Water & Power Research Station, Poona (Through The Central Water & Porter Commission, Ministry o Irrigation and Power) New Delhi. Ministry of Railways (Railway Board), New Delhi.
- Ministry of Irrigation and Power, New Delhi.

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Ministry of Works, Housing & Supply Deptt. of Works & Housing, New Delhi.

- Ministry of Petroleum & Chemicals, New Delhi.
- Land Reforms Unit, Ministry of Food & Agriculture and Community Development, New Delhi. Ġ,
 - Ministry of Defence, New Delhi. ġ
- Ministry of Food, Agriculture, C. D. and Co-operation, Deptt. of Agriculture (Fisheries Division), New Delhi.
 - Chief Controller of Telegraph Stores, Indian Posts and Telegraph Deptt., Calcuttu 12.
- General Manager, P & T Workshop, Indian Posts and Telegraph Department, Calcutta.
 - Department of Social Welfare, New Delhi. 14.
- Directorate of Economics and Statistics, Ministry of Food & Agriculture, New Delhi.
- Ministry of Industrial Development and Company Affairs, New Delhi. 15. 17.
 - Ministry of Finance (Department of Economic Affairs), New Delhi.
- Over-Seas Communication Service, Deptt., of Communications, Govt. of India, New Delhi.
 - Directorate General, Ordnance Factorics, Ministry of Defence, West Bengal.
 - India Security Press, Nasik Road. 13. 13.
- India Government Mint, Alipore, Calcutta.
- Hindustan Housing Factory Ltd., New Delhi.
- Central Medical Stores Organisation, D. G. H. S., New Delbi.
- India Government Mint, Hyderabad. 2 2 2 2 2 3
- India Government Mint, Bombay. -
- Hindustan Insecticides Ltd, (New Delhi Factory).
- Hindustan Insecticides Ltd. (Alwaye Factory) 26. 27.
 - Asoka Hotels Ltd., New Delhi. 28.
- Port Commissioner, Calcutta.
- Security Paper Mill Project, Hoshangabad. ध क्ष
- Cochin Port Trust, Cochin.
- Amritsar Productivity Council, Amritsar. 33.53
 - Madras Port Trust, Madras.
- Indian Drugs & Pharmaceuticals Ltd., New Delhi.
 - Oil India Ltd., Duliajan P. O., Assam. Bharat Earth Movers Ltd., Bangalore. 8
- Visakhapatnam Port Trust, Visakhapatnam. 38

Instrumentation Ltd., Kota.

- Mormugao Port Trust.
- anpath Hotels Ltd., New Delhi.
- Export Inspection Council of India, Calcutta.
 - Bombay Port Trust, Bombay.

- Hindustan Machine Tools, Bangalore,
- Port of Paradeep, P. O. Bhubaneshwar, Distt. Puri (Orissa).
 - Indian Telephone Industries Ltd., Bangalore.
- Kandla Port Trust, Gandhidham, Kutch (Gujarat)
 - Central Silk Board, Bombay.
- Central Sericultural Research and Training Institute, Mysore. \$.
 - Air India, Bombay.
- National Projects Corporation Ltd., New Delhi.
 - Calcutta Dock Labour Board, Calcutta.
 - State Bank of India, Bombay.
- Indian Oil Corporation Ltd., Bombay.
- - Mazagon Dock Ltd., Bombay.
- Silver Refinery, Calcutta [Thro' Finance (DEA).] Cochin Refineries Ltd., Ernakulam.
- Cochin Dock Labour Board, Cochin.
- Hindustan Photo Films Manufacturing Co. Ltd., Ootacamund.
 - Hindustan Antibiotics Ltd., Pimpri (Poona). 59.
 - Manganese Ore (India) Ltd., Nagpur. . 6.6
 - Bharat Electronics Ltd., Bangalore.
- The Kolar Gold Mining Undertakings, Oorgaum P. O. (Mysore),
 - Oil & Natural Gas Commission, Dehra Dun.
- Sambhar Salts Ltd., Sambhar Lake (Rajasthan). £ 63.
 - Reserve Bank of India, Central Office, Bombay.
 - Heavy Electricals (India) Ltd., Bhopal, 67.
 - Central Silkworm Seed Station, Srinagar.
- Life Insurance Corporation of India, Central Office, Bombay. 86
 - Hindustan Aeronauties Ltd., Bangalore.
- The National Industrial Development Corporation Ltd., New Delhi.
 - Bokaro Steel Ltd. (Through Ministry of S. M. & M.)
- The National Small Industries Corporation Ltd., New Delhi. Indian Airlines Corporation, Headquarters, New Delhi.
- Central Tuber Crops. Research Institute, Trivandrum.
- Forest Research Institute & College, P. O., New Forest, Dehra Dun. 69. 72. 73. 74. 75. 75. 76. 76.
 - National Dairy Research Institute, Karnal.
- Central Sheep and Wool Research Institute, Malpur.
 - Central Arid Zone Research Institute, Jodhpur.
- Central Arecanut Research Station, Vittal, S. Kanara. Central Tobacco Research Institute, Rajahmundry. 79. 80.
 - Cotton Technological Research Laboratory, Bombay. Central Coconut Research Station, Kasargod. S;
 - Indian Veterinary Research Institute, Izatnagar. 8
- Vizagapatam Dock Labour Board, Visakhapatnam,
- The National Instruments Ltd., Jadavpur, Calcutta. Employees' State Insurance Corpration, New Delhi. 2, 2, 2, 2,
 - Hindustan Steels Ltd., Ranchi.
- The Fertilisers and Chemicals Travancore Ltd., Alwaye.

- Heavy Engineering Corporation Ltd., Ranchi.
- Regional Provident Fund Commissioner, Andhra Pradesh, Hyderabad.
 - Damodar Vally Corporation, Calcutta.
- Hindustan Shipyard Ltd., Visakhapatnam.

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- Bharat Heavy Electricals Ltd., Ranipur, Hardwar.
- The National News Print and Paper Mills Ltd., Napanagar.
- Central Rice Research Institute, Cuttack. £ 4. £
- National Productivity Council New Delhi.
- The Pertilizer Corporation of India (Sindri Unit), Sindri.
- Wig India, Madras.
- National Coal Development Corporation Ltd., Ranchi.
 - Neyveli Lignite Corporation Ltd., Neyveli.

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- Garden Reach Workshops Ltd., Calcutta. 101.
 - Jute Commissioner, Calcutta. 102.
 - Coffee Board, Bangalore,

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- The Fertilizer Corporation of India Ltd., (Head Office), New Delhi.
- Central Inland Water Transport Corporation Ltd., Calcutta.
- Central Road Transport Corporation Ltd., Calcutta.
- 105. 106. 107.
 - Calcutta Metropolitan Planning Organisation, Calcutta.

Pyrites & Chemicals Development Co. Ltd., Dehri-on-Sone, Distt. Shahbad.

- Upper Sileru Hydro Electric Scheme, Upper Sileru (A.P.)
- Office of the Industrial Court, Maharashtra, Bombay.
 - Jammu & Kashmir Industries Ltd. Ξ.
 - The Mysore Iron & Steel Ltd., Bhadravati. 112.
- Chief Eigineer, Public Health, Punjab Government, Chandigarh. 113. 114.
 - [. & K. Mineral, Ltd., Srinagar.
- Andhra Pradesh State Road Transport Corporation, Hyderabad. 115.
- Irrigation and Power Department, Government of Maharashtra, Bombay. 116.
 - Government Distillery, Chitali, Distt. Ahmednagar. 117.
- The Maharashtra State Road Transport Corporation, Bombay. 118.
 - Haffline Institute, Government of Maharashtra, Bombay. 119.
 - Gujarat State Road Transport Corporation, Ahmedabad. 120.
 - The Gujarat Electricity Board, Baroda. 121.
 - Maharashtra State Electricity Board, Bombay. 122,
- Agriculture Department, Government of Maharashtra. 123.
- Gujarat State Fertilizers Co. Ltd., Baroda.
- Directorate of Employees' State Insurance Scheme, Govt. of Maharashtra, Bombay. 124. 125.
 - Rajasthan State Electricity Board, Jaipur.
 - Mysore Sugar Co. Ltd., Bangalore. 127.
- Director of Fisheries, Maharashtra State, Bombay. 128.
- Chief Engineer, P. W. D. (B. & R.), Rajasthan, Jaipur.
- River Navigation Deptt., Govt. of Goa, Daman & Diu, Panaji.
- Maharashtra Industrial Development Corporation, Bombay.
- Government Presses in Maharashtra (Received through Director of Bmployment, Maharashtra). Government Selk Industries, Bangalore.
 - Government Electric Factory, Bangalore.

Andhra Pradesh State Electricity Board, Hyderabad.

M. P. Electricity Board, Jabalpur.

Director of Employment and Training, Bangalore.

The Kerala State Road Transport Corporation, Trivandrum.

Bihar State Industrial Development Corporation Ltd., Patna. 140

Government Distilleries, Hyderabad. 14).

Director of Industries, Govt. of Andhra Pradesh, Hyderabad. 142.

Kerala State Electricity Board, Trivandrum, 143.

Director, State Transport, Madras. 7

Transport Commissioner, U.P., Lucknow. 145.

U. P. Govt. Cement Factory, Churk. 146.

Bihar State Electricity Board, Patna. 148

Govt. Precision Instruments Factory, Lucknow.

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Registrar of Co-operative Societies, Government of Assam, Shillong. Uttar Pradesh State Electricity Board, Lucknow. 150. 149.

Calcutta State Transport Corporation, Calcutta. 151.

Cottage and Small Scale Industries Department, Government of West Begnal, Calcutta. 152.

Manager Text Book Press, Satya Nagar, Bhubaneswar. .23

Bihar State Road Transport Corporation, Patna. 154.

Madhya Pradesh State Road Transport Corporation, Bhopal. 55

Chief Conservator of Forests, Madhya Pradesh. 156.

Directorate of Agriculture, Govt. of Madhya Pradesh, Bhopal. 157.

Local Govt. (Urban Deptt.), Bhopal. 8

The Madhya Pradesh State Industries Corporation Ltd., Bhopal. 59

Chief Engineer, P. W. D. (B. & R.), Madhya Pradesh, Bhopal. 9

Orissa State Electricity Board, Bhubaneswar.

The Orissa Mining Corporation Ltd., Bhubaneswar. . 162.

Orissa Construction Corporation Ltd., Bhubaneswar. 163.

The Orissa Agro. & Small Industries Corp. Ltd., Killa Maidan, Guttack. <u>7</u>

Orissa Government Press, Cuttack. 165.

The Industrial Development Corporation of Orissa Ltd., Bhubaneswar. 166.

State Transport Service, Orissa, Cuttack. 167.

Department of Fisheries, Govt. of Madras. 168.

Department of Fisheries, Govt. of Kerala. 69

Department of Fisherics, Govt. of Gujarat. 170.

The Punjab Textile Manufacturers Association, Amritsar. 171.

The Powerloom Factories Association, Ludhiana.

172.

Amritsar Small Scale Industries & Commercial Association (Regd.), Ludhians. Northern India Commerce & Industries Federation, Amritaar. 173. 174.

Textile Manufacturers' Association, Amritar. 175.

Madhya Pradesh Chamber of Commerce & Industry, Gwalior. 176.

The Punjab Federation of Industry & Commerce, Amritsar. 177.

Juliundur District Regd. Factory Owners Association, Nehru Gardens Road, Juliundur Ci.y. The Federation of Gujarat Mills and Industries, Baroda-5, (Gujarat),

The Madhya Pradesh Textile Mills Association, Indore.

- Chamber of Industrial and Commercial Undertakings, Ludhiana.
- Punjab, Haryana & Delhi Chamber of Commerce & Industry, New Delhi.
 - The Employers' Association of Northern India, Kanpur.
 - Chamber of Commerce, Jammu. \$
- All India Manufacturers Organisation, District Council, Tinsukia. 85.
 - The Ahmedabad Millowners' Association, Ahmedabad. 86.
 - Indian Merchants Chamber, Bombay.
- Bombay Chamber of Commerce and Industry, Bombay. 187. 88 88
 - Silk & Art Silk Manufacturers' Association, Bombay.
 - Labour Secretariat of Banks in India, Bombay. 8

 - The Indian Engineering Association, Calcutta. 16]
 - Bihar Chamber of Commerce, Patna. 8
- The Maharastra Chamber of Commerce and Industry, Poons. 193.
 - Gujarat Vepari Mahamandal, Ahmedabad. 8
- The Employers' Association of Rajasthan, Jaipur. 195
- The Rajasthan Textile Mills Association, Jaipur. 96
- Bengal Mill Owners' Association, Calcutta. 97.
- Madhya Pradesh Organisation and Industries, Bhopal. 86
- The Federation of Hotel & Restaurant Association of India, New Delhi. 66
 - The Indian Cotton Mills' Federation, Bombay. 200
 - Vidarbha Factory Owners' Association, Nagpur. 201.
- The Mysore Chamber of Commerce, Bangalore. 202
- The Southern Gujarat Chamber of Commerce & Industry, Surat. 203,
 - Bharat Chamber of Commerce, Calcutta. 204.
- Engineering Association of India (Western Region), Bombay.
- The Bengal Chamber of Commerce and Industry, Calcutta. 205. 206,
 - The Malabar Bus Owners' Association, Calicut. 207.
- The Malabar Tile Manufacturers' Association, Feroke, (Kerala).
- The Employers' Federation of Southern India, Madras. 208. 209.
 - Engineering Association of India, Calcutta. 210.
- The Hyderabad State Film Chamber of Commerce, Secunderabad. 211.
- The Film Exhibitors Association, Hyderabad. 212.
- Goa Mineral Ore Exporters' Association, Panjim. 213.
- The Federation of Andhra Pradesh Chambers of Commerce and Industry, Hyderabad. 214.
 - Organisation of Pharmaceutical Producers of India, Bombay. 215.
- India Chamber of Commerce, Labour Department, Calcutta. 216.
 - Goa Mining Association, Goa. 217.
- Indian Jute Mills Association, Calcutta. 218,
- Indian Sugar Mills Association, Calcutta. 219.
- United Planters' Association of South India. Council of Indian Employers, New Delhi.
- The Travancore Oil Millers' Association, Alleppey.
- The All India Manufacturers' Organisation, Central Office, Bombay.
 - Federation of Associations of Stevedores, Bombay.
- Andhra Chamber of Commerce, Madras and Secunderabad.

 M. P. State, Board of The All India Manufacturers Organisation, Indore.

- J. K. Organisation, Kaupur.
- Hyderabad Hotel Owners' & Confectioners' Amociation, Hyderabad.
 - Federation of Small & Medium Industries, West Bengul, Calcutta.
 - Hindustan Chamber of Commerce, Madras.

- The South Indian Film Chamber of Commerce, Madras.
- The Southern India Mill owners' Association, Coimbatore. 231.
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- The Western U. P. Chamber of Commerce, Meerut Cantt. 233.
 - Indian Mining Association, Calcutta. Indian Tea Association, Calcutta. 234. 235.
- Delhi Hindustani Mercantile Association (Regd.), Chandni Chowk, Delhi. 236.
 - The Kanara Chamber of Commerce, Mangalore. 237.
- Bihar Provincial Cold Storage Owners' Association, Patna City. 238.
 - Bihar Roller Flour Millers' Association. 239.
- The Federation of Indian Traders' Associations, New Delbi. 240.

 - Bihar Industries Association, Patna. 241.
 - The Indian & Eastern Newspaper Society, New Delhi. 242.
 - Delbi Printers' Association, New Delbi. 243.
- Delhi Factory Owners' Association, New Delhi. 244.

 - Indian Collicry Owners Association, Dhanbad. 245.
- New Delhi Traders Association, New Delhi. 246.
- Federation of Indian Manufacturers, New Delhi.

- Bengal National Chamber of Commerce & Industry, Calcutta. 248.
 - Tea Association of India, Calcutta. 249.
- The All India Pottery Manusacturers' Association, Calcutta. 250.
- Merchants' Chamber of Commerce, Calcutta. 251.
- Howrah Manufacturers' Association, Howrah. 252.
- Indian Engineering Association (Western Region), (Reed through Calcutta Office). 253.
 - Orissa Mills Owners Association, Calcutta. 254
- The Madras State Federation of Co-operative Sugar Factorics Ltd., Madras. 255.
 - Assam Tea Planters, Association, Jorhat. 256.
- Nowgong Rice Millers Association, Assam. 257.
- West Bengal Lawyers Association, Calcutta. 258.
 - Textile Mazdoor Sabha, Hissar. 259.
- Gurgaon District Transport Workers' Union (Regd.), No. 3, Gurgaon. 260.
 - Cachar Cha-Sramik Union, Cachar. 261.
- Rashtriya Press Kamgar Union, Government of India Press, Nasik. 262.
 - Irrigation Technical Staff Union, Kota. 263.
- National Federation of Railway Porters & Vendors, New Delhi. agadhari Metal Mazoor Sabha, Jagadhari. 264 265.
 - A. I. T. U. C. (Punjab State Committee), Chandigarh. 266.
- M. P. Rashtriya Koyala Khadan Mazdbor Sangh, Chandametta, (M. P.) A. I. T. U. C. (Haryana State Committee), Bhiwani. 267
 - I. N. T. U. C. (Haryana) Bhiwani, (Thro' Shri Sagar Ram Gupta).
- Punjab, Himachal, Haryana, Jammu & Kashmir Motor Transport Workers' Federation (Regd.), Juliandur. 268. 269. 270.
 - The State Central Labour Union, Srinagar.
- Hissar Textile Mills Workers' Union, Hissar.

- M.L.As. representing Doda forest and other labour.
 - All Jammu & Kashmir Minerals Workers' Union.
 - Bharatiya Mazdoor Sangh, Bombay.
- Assam Cha Karamchari Sangh, Dibrugarh.
 - Petroleum Workmen's Union, Bombay.
- The Shops Trade Employees' Union, Patiala. 278.
 - Rayon Workers' Union, Thana, Bombay. 279.
- State Central Labour Union, Jammu. 280.
- Maharashtra Gumaste Mandal, Nagpur.

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- Indian Federation of Independent Trade Union's, Calcutta. 282.
- Association of Central Government Labour Officers, New Delhi. 283

West Bengal Tea Employees Association, P. O. Chalsa, District, Jalpaiguri.

- The Estate Staffs' Union of South India, Coimbatore. 285
 - Mill Mazdoor Sabha, Bombay. 286.
- I. N. T. U. C. (Mysore State Branch), Bangalore.
 - Hind Mazdoor Panchayat, Bornbay. 288.
- 287.
- Karnatak Pradesh Trade Union Congress, Bangalore 68
 - West Bengal Cha Sramik Union, P. O. Jalpaiguri. 290
- Life Insurance Agents Federation of India, Madras. 292.
 - Hotel Mazdoor Sabha, Bombay. 293.
- Hind Mazdoor Sabha (Maharashtra State Council), Bombay. I. N. T. U. C. (Maharashtra Branch), Bombay. 294.
 - A. I. T. U. C. (Maharashtra State), Bombay. 295.
 - Rashtriya Mill Mazdoor Sangh, Bombay. 296.
- Maharashtra Rajya Trade Union Committee.
- Rajasthan Khadi Gramodyog Karamchari Sangh, Jaipur. 297. 298.
- I. N. T. U. C. (Rajasthan Branch), Jaipur.
- 299.
- Central Industrial Relations Machinery Officers' Assocation, New Delhi. 300
- Girni Majoor Sangh & (Nagpur Gumashta Mandal Bhaldarpura), Nagpur. 301.
- United Federation of Manganese Workers and Maharashtra State Bidi Mazdoor Sangth, Kamptee. 302.
 - Vidarbha National Textile Federation, Nagpur. 303.
 - Govt. of Pondicherry. 304.
- Maharashtra State Transport Workers' Union, Dhulia. 305.
 - Maha Gujarat Trade Union Congress, Ahmedabad. 306
 - I. N. T. U. C. (Central Office), New Delhi. A. I. T. U. C. (Mysore State), Bangalore. 307.
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- Bharatiya Mazdoor Sangh, Bangalore. 309 310.
- Coorg Distt. General Workers' Union, Virajpet. Coorg Distt. Estate Workers' Union, Mercara.
 - Mysore Bidi Mazdoor Association, Mysore. 312,
 - Cashewnut Workers' Union, Mangalore. 313.
- Bharatiya Mazdoor Sangh, Mangalore. 314.
- South Kanara Tile Workers' Union, Mangalore. 315.
- The Cashewnut & Allied Workers' Union, Mangalore. 316.
 - S. K. General Labour Union, Mangalore.
 - Surat Silk Mill Workers' Union, Surat.

- All India Bank Employees Federation, Central Office, Kanpur.
 - All India Railwaymen's Federation, New Delhi.
- Hindi Mazdoor Sabha (Gujarat State), Ahmedabad.
 - Mill Mazdoor Union, Ahmedabad.
- Rajasthan Rajya Trade Union Congress, Jaipur. 323.
 - Rajasthan Working Journalists Union, Jaipur.
 - 324.
- United Trades Union Congress, New Delhi. 325.
- The High Range Estate Employees' Association, Mundakayam P. O., Kerala. Tripura Cha-Mazdoor Union, Agartala, Tripura. 326. 327.
 - Hind Mazdoor Sabha, Kerala, Kozlikode. 328.
- Khan Ugyog Mazdoor Sangh, Distt. Chitorgarh, Rajasthan.
- Kerala State Trade Union Council of the A. I. T. U. C., Trivandrum. 330. 329.
- Indian National Plantation Workers' Federation, Silchar P. O., Cachar. 331.
- Indian National Cement Workers' Federation, Bombay. 332.
 - I. N. T. U. C., Kerala Branch, Ernakulam. 333.
 - 334.
 - I. N. T. U. C., Assam Branch, Gauhati.
- National Federation of Indian Railwaymen, New Delhi. A. I. T. U. C. (Assam State Committee), Tinsukia. 335. 336.
- B. S. P. Shrami, Sangh, Bhilai Nagar, (M. P.) 337.

Tamilnad Trade Union Congress (Tamilnad Committee of the A. I. T. U. C.), Madras.

Ispat Karmachari Snagh, Bhilai. 339.

- Papanasam Labour Union, Vikramsingapuram, Distt. Tirunalveli. 340.
- Lucknow Division Insurance Employees' Association, Lucknow. 341.
 - I. N. T. U. C. (Tamilnad Branch), Madras. 342.
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- Bihar Agricultural Workers' Union, Patna.

- Shri T. Parmanand and Independent Trade Unions, Patna.
- United Trades Union Congress (Bihar State Committee), Patna.
 - I. N. T. U. C. (Delhi Branch), Delhi.
- Rashtriya Girni Kamgar Sangh, Sholapur.
- New Delhi Trade Employees' Association, New Delhi.
- The West Bengal Shop Assistants Federation, Calcutta.
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- Bhartiya Mazdoor Sangh (West Bengal Branch), Calcutta. 372.
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- 383.
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- Zandu Pharmaceutical Works Ltd., Bombay. 401.
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- Shri Digvijay Cement Company Ltd., Sika, (Gujarat State) (Recd. through Head Office: Bombay). Ahmedabad Advance Mills Ltd., Ahmedabad. (Recd. through Bombay Office). \$
 - 505
 - Bharat Sugar Mills, P. O. Sidhwalia, Distt. Saran (Bihar).
- Hindustan National Glass Manufacturing Co. Ltd., Bahadurgarh, (Haryana). The Atlas Cycle Industries Ltd., Sonepat.
 - The National Iron and Steel Company Ltd., Calcutta,
 - Balarampur Sugar Company Ltd., Balarampur, (U. P.).
- The Amritsar Rayon & Silk Mills (P) Ltd., Amritsar.

- The British India Corporation Ltd., (New Egerton Woollen Mills Branch). Dhariwal (Punjah),
 - The Batala Engineering Co. Ltd., Batala.
- Goodyear India Ltd., Ballabgarh (Haryana).
- The Oriental Carpet Manufacturers (India) Private Ltd., (The O. C. M. Woollen Mills Division), Amritan.
 - Bicycle Manufacturing Corporation, 12-R, Industrial Area B, Ludhiana.
- Hissar Textile Mills, Hissar.

417.

- Hindustan Wire Products Ltd., Patiala.
- Prakash Fabricators, Kolhapur.

418.

- The Western India Plywoods Ltd., Baliapatam, Cannanore Distt. (Kerala).
 - ESSO Standard Eastern Inc., Bombay. **£**20.
- Zenith Steel Pipes Ltd., Khopoli (Bogabay). 421.
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 - The Tata Iron & Steel Co. Ltd., Jamshedpur.

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- The Tinplate Co. of India Ltd., P. O. Golmur, Distt. Singhbum, Bihar.
 - Delhi Cloth Mills, Delhi.

432.

- Indian Aluminium Co. Ltd., Distt. Sabalpur. (Orissa). 433.
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- The Co-operative Sugars Ltd., Chittur, Menonpara, P. O. Palaghat Distt. (Kerala).
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- Indian Association of Trained Social Workers, Hyderabad,
 - Industrial Disputes Bureau, Delhi. 451.
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- Department of L. S. Welfare, Patna University, Patna. 453.
- The Delhi School of Economics, University of Delhi, Delhi.
 - Ahmedabad Municipal Corporation, Ahmedabad.
 - Bombay Municipal Corporation, Bombay.

- Municipal Corporation of Hyderabad, Hyderabad.
- Delhi Electric Supply Undertaking (Municipal Corporation of Delhi), Delhi.
- Corporation of Calcutta, Calcutta.
- Corporation of Madras, Madras.
- Municipal Corporation of Delhi (General Wing), Delhi.
- Head of Deptt. of Political Science & Public Administration, University of Nagpur, Nagpur. Delhi Transport Undertaking (Municipal Corporation of Delhi), New Delhi. 462. 463.
 - Indian Institute of Technology, Kharagpur. £64.
- Shri Jaysingth R. Jagtap, Bombay. 465.
- Lecturer in Economics, Visvabharati, Santiniketan. 166
- Personnel Officer, The S. C. Company Ltd., Belampalli (P. O.), S. C. Rly. 467.
 - Shri S. R. Mohan Dass, Bombay: 168.
- Lecturer in Economics, Jadavpur University, Calcutta. 469
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 - Shri Y. M. Josyulu, Advocate, Sion West, Bombay. 471.
- Binny's Staff Union, Bangalore. 472.
- Shri S. N. Dhyani, University of Rajasthan, Jaipur. 473.
- Reader in Economics, University School of Social Sciences, Gujarat University, Ahmedabad 474.
- Shri K. R. Buch, G. S. F. C., Baroda. 475.
- Kaira Distt, Co-operative Milk Producers' Union Ltd., Anand, Gujarat State. **4**76.
 - University of Baroda, Baroda. 477.
- Department of Economics, Lucknow University, Lucknow. 478.
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 - Minister for Education, Rajasthan, Jaipur. 480.
- Shri K. C. Eapen, President, Coir Labour Union, Alleppey. £81.
- Mr. R. S. Kulkarni, Advocate, Block No. 5, Janardin Mandir, Dr. Ghanti Road, 770, Parsi Colony, Dadar, Bombay-14. 182.
 - Chief Labour Commissioner (Central), Ministry of Labour, Employment & Rehabilitation, New Delbi. £
 - Mr. G. K. Syam Chaudhury, Pathecherra Tea Estate, P. O. Kumbhir, Distt. Cachar. ₹
 - Mr. Hiralal Jain, Vice-President, All India Hind Mazdoor Panchayat.
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 - Shri S. J. Shirgaonkar, 5, Goodmill Assurance Building, Manamala Tank Road, Bombay-16. 494.
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- Shri K. L. Mohanty, Agriculture Information Officer, Orissa Krushak Samaj, Bhubaneswar. Shri Ram Singh Vai Varma, Indore. **198**.
- Shri S. N. Dasmahapatra, Project Administrator, Hira Cement Works, Cement Nagar, Sambalpur. Shri[Gopal Chandra Rath, Head of the Department of Social Welfare, Berhampur.

 - Shri S. B. Nanda, Advocate, Medical College Road, Cuttack.

- Government of Assam, Department of Labour.
- Government of Punjab, Department of Labour.
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- Andhra Pradesh Government, (Department of Labour).
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- Indian National Iron & Steel Workers' Union, Jamshedpur.

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TABLE No. 2.139

REFLIES TO THE QUESTIONNAIRE — CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

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Others	Individuals	22		***	S	_		•	_			ļ	1	ı	,	- g	
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unions	Large-size	81	, m	*	7	' I	'	1	۲,	·	•	'	,	! 	' 1	1 - 2	
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	State/Regional Branches	92	1	}	71	_	ın	1	ļ	.	ļ	ļ	i	ļ	ø	ľ Œ	. 8
	Central Trade Unions	15			2	ļ	8	ì	ľ	ļ	. [Ì	ļ	1	ļ	Ļ	7
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Employers Associations	State/Regional Branches	13	-	1	.1	1		İ	ı	1	1	. 1	I		1		2
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10	Other (including Local Bodies)	5	బ	8	1	1	I	1	-	I		-		1	ļ	1 5	: 8
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	Q. No. 130: How does the current availability of unskilled labour affect the fevel of wages?	2	Does not affect the wage level as they are already laid down for all grades in organised industries	Affects to a greater extent since they are available at rates cheaper than what is already being paid	Keeps the wage levels low.		It adversely affects in all those unorganised sectors where wages are not regulated either by collective bargaining or awards settlements		Has no effect on wage levels	It is difficult to assess the impact on the level of wages		It does not affect so far as our Industry is concerned		This presumption about availability of unskilled labour is not correct		Does not affect in organise but does affect in unorganise No comments	
	Serial Number	-	1	2	Q.)	4	κ	9	-	~	On ,	2	=	12	13	* *	3

TABLE No. 2.239

REPLIES TO THE QUESTIONNAIRE - INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	-	-	84	60	4	ın .	145	r .	á	6	10	11	12	200 200	
Q. No. 130: How does the current availability of unskilled labour affect the level of wages?	2	Does not affect the wage levels as they are already laid down for all grades in organised industries.	Affects to a greater extent since they are available at xates cheaper than what is already being paid	Keeps the wage levels low	Has the same effect as it is in general economic principle of demand and supply	It adversely affects in all those unorganised sectors where wages are not regulated either by collective bargaining or awards and settlements	Has no effect on wage levels	Not to a great extent	It does not affect so far as our Indusy is concerned	Wages go up	This presumption about availability of unskilled labour is not correct	It widely varies from industry to industry and region to region .	Does not affect in organised industries but does affect in unorganised industries	No comments	Total
enoitetnes [4]	ന	2	. 1	-	1	1	-	} ;	I	1	I	ţ	-1	SALLEN STATE	
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	OF RESPONDENTS (T)
140 the 140, 5, 233	V-WISE DISTRIBITION
TALLAND	REPLIES TO THE OUESTIONNAIRE—INDISTRY-WISE DISTRIBITION OF PREPONDENTS (TIMONS)
	REPLIES TO THE OU

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REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.239

						Centra	Central Trade Unions	Unions				1	mployers	Employers Associations	
Serial Number	Q. No. 130: How does the current availability of unskilled labour affect the level of wages?	ו. א. ד. ט. פ.	Its affiliates	D.U.T.I.A	Its affiliates	.o. r. u. c.	entailfila et I	'S 'W 'H	lts affiliates	P* W* 2'	esteilihe etl	A, I, M, O.	estailifia et I	Council of Indian Employers	estalifie et l
-	2	80	4	5	9	7	8	6	10	11	12	13	14	15	16
- Dat	Does not affect the wage levels as they are already laid down for all grades in organised industries	1	-	1			1	1	I	1	1	=	-	I	12
₹ 8 8	Affects to a greater extent since they are available at rates cheaper than what is already being paid	1	ಣ	1	1	-	1	i	i	1	1	• 	1	1	6
87	Keeps the wage levels low	1	11	1	4	1	_	1	61	1		İ	g=4	ı	7
4. H. u	Has the same effect as it is in general economic principle of demand and supply	I	I	1	1	1	1	l	I	I	1	1	1	I	1
ru –	It adversely affects in all those un-organised sectors where wages are not regulated either by collective bargaining or awards and settlements	1	67	1	5	-	1	1	2	ı	i i	1	. 1	1	und
9	Has no effect on wage levels .	1	1	ı	I	1	1	1	ı	I	I	1	1	ı	2
7 7	Not to a great extent	1	-	1	4	1	1	1	1	l	1			ı	1
8	It widely varies from industry to industry and region to region .	I	-	1	. 9	1	1	I	ı	1	1	1	I	I	ł
6	Does not affect in organised industries but does affect in unorganised industries	1	-	ļ	I	1	ļ	1	I	1	I	I	-	1	-
10	No comments	.1	18	1.	&	I	-	1	ις.	i	ı,	1	1	-	60
	Тотаг	-	88	1	22	3	2	,	6	-	LC	-	en	-	56

TABLE No. 1.240 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		Government Departments	ments		園	Enterprises/Undertakings	cs/Und	ertaking	13.	1	Employers Associations	yers			Workers unions	union			Other		
	•		State	רר			L	Private	Đ	(l			Other	unions	[]	gnoi	ſ	
Serial Number	O. No. 131: What has been the relationship between wages in agriculture and other unorganised sectors and wages in industry?	Central	thodad from the free to a feet of the feet	Others (including Local Bodies)	Sphere Sphere	State Sphere	Co-operative	Darge-size Medium-size	əsis-liam2	Central Organisations	State/Regional Branches	Other Associatons Other Associations	Central Trade Unions	State/Regional Branches	saoiaU sibaI IIA (ssiw-yrtsubaI)	Size-szize	əzis-muibəM	Small-size	Research and OtherInstitut	slaubivibnI	IstoT
	2	3	4	5	9	7	8	9 10	11 0	12	13	. 14	15	16	17	18	19	20	21	22	73
-	How agricultural wages have slowed down the process of wage rise in industrial sector	ŧ	_	1				1	1	1	I	1	1	-	. 1		ı		_	_	
2	Very high differential with wages in industry .	-	y-4	1	4	-	4.	em)	l	. 1	1	4	-	62	1.		1	•	,1	2 49	•
က	No relationship between wages in Agriculture and other organised sector with industry as they vary from region to region and industry to industry.	1	دم	1	1	, ,	l	1	1	1	1	67	1	1	1	1			1		ဆ
4	No relationship	1	Ŋ		ω	3	er,		1	8	2	10	1	හ	2	<i>د</i>	' 1	1	ro.	51	_
r.	Wage level in the industry is alway better than Agriculture • •	2	9	_	2	7	- 2	-	. 1	1	1	7	ιĊ	9	en	ဖ	•1	. 1	9	3 68	m
9	Minimum wage for all industries including Agriculture has been laid down.	-]	. '	1	1	,			1	1	-	1	1	1	1	' 1	' 1	' '1	1	~:
7		1		J	-	 	1		1	1	1	-	1	-	1	· .		'	1		ιO
œ	Wages in industry have gone up out of proportion in relation to other sectors	1			en I	1	 	-	1	Ļ	1	ιΩ	1	•	-	 1	I	' !	1	9	
6	It is not possible to define it.	1	1		ı		ļ	1	1]	l	-	1	2	ı	_	1	1	1		5
10		1	I	' 	· 1		l	l	1	1	1	Í	1	1	1	=	1	1	1	1	84
Ξ	Wages are paid as per the schedule of Public Works departments .	1	' 	1	1	I	- 1		,1	1	1,	1	1	1	1	1	, '	1	-	1	_
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	9	İ	1	1	1	33	74
	5	1	1	1	1	21	23
	4	***	1	i	1	4	21
	3	.1	1	i	ı	15	81
		u net .					
	. 2	12 Increased wages in industrial sector indirectly encourage the agriculture and unorganised labour to demand better wages	13 So far as bare minimum wages are concerned, there exists the same relationship between the two.	14 National Commission will consider the relationship and minimum wages in agriculture also.	Wages in industry are better but during harvest season wages are high for agricultural workers	16 No comments	Total
-	1	H	Ξ,	4	15	16	

TABLE No. 2.240

(EMPLOYERS)
OF RESPONDENTS
E DISTRIBUTION (
E-INDUSTRY-WIS
THE OUESTIONNAIR
REPLIES TO THE

I	[a10]T	20	-	37	4	30	30	2	64	. თ	8	-	-		128	248
	Others	19 2	1	25	61	15	11	l	-	87	į	ı	l	1	71	127
	Paper & Paper Pulp	18 1	1	l	1	1		· [1	1	į	1	ı	l	7	က
		17 1	1	1	-	-	-	1	-	1	1	1	-	ı	4	8
	Chemicals & Chemical Products	16	1	_	1	_	4	i	ı	ı	i	ı	. 1	1	1	9
	Air Transport Fertilizers	15	1	l	i	-	ı	1	l	91-4	*	ı	ł	*	1	2
	Road Transport	14	-	l	ı	-	1	ı	l	ı	1.	- 1	l	į	11	12
	froquarT liaA	13	1	1	1	ı		l	1	ı	ı	ı	ł	ı	İ	-
	Banking	12	1	i	1	i	1	J	l	ı	ı	ļ	***	-	87	60
	Oil extration, Refining and Distribuction	11	ı	ı	1	∾		i	1	j	l	I	J	I	2	9
	tools Scientific instruments	10	1	-	-	7	က	į	1	=	-	I	ı	1	œ	18
	Iron and Steel Engineering including Machine	6	1	-	1	ı	-	1	1	7	ı	1	1	j	7	9
		8	1	8	1	ı	-	ı	ı	ı	ł	ļ		1	1.	3
	Cement	·	•			•		•							2	ro L
	Printing and Publishing	7	ı	ı	ı	-	Ø	ı	ı	i	i	. 1	j	'		
ŀ	All Textiles	9	1	φ	-	7	1	64	į	-	-	-	1	ı	6	22
	Sugar	80	1	l	1	60	-	I	1	ł	1	1	1	I	9	2
	Mining including Coal Mining	*	1		-	I	8	I	I	. 81	١	1	1	1	6D	6
	enoitatual¶ IlA	87	- 1	1		ı	-	į	1	ļ	1	I	ı	1	9	7
	Q. No. 131: What has been the relationship between wages in agriculture and other unorganised sector and wages in industry?	2	How agricultural wages have alowed down the process of wage rise in industrial sector	Very high differential with wages in industry	No relationship between wages in Agri- culture and other organised sector with- in industry as they vary from region to region and industry to industry	No Relationship	Wage level in the industry is always better than agriculture.	Minimum wage for all industrial including Agriculture has been laid down	7 Wages during harvest season are always higher for agricultural workers	8 Wages in industry have gone up out of proportion in relation to other sectors	9 It is not possible to define it	10 Depending upon productivity in agri- culture, wages are high as in industry	11 So far as bare minimum wages are con- cerned there exists the same relationship between the two.	12 National Commission will consider the relationship and minimum wages in agriculture also	13 No comments · · · ·	TOTAL
١	Serial Number	-	-	2	6.0	4	t)	9		~		Ä	-	-	-)

TABLE No. 3-240

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	Road Transport	14	ı	***	-	i	ł	ŀ	1	ł	4	1	€ ,
(SNOIN	rioqanarT lisA	13	ŀ	ŀ	ļ	-	ŀ	ŀ	ł	İ	ı	2	80
DENTS (U	Znidng	12	•	ŀ	ı	I	ŀ	ł	į	İ	ı	80	ణ
RESPON	Oil extraction, Refining and	11	ŀ	1	ı	i	I	ł	ł	-		-	-
NNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)	Engineering including Machine tools & Scientific instruments	10	I	-	ł	ŀ	ŀ	ł	ı	i	I	, Z	e (
DISTRIBU	Iron and Steel	6	ŀ	-	ı	2	ł	ŀ	I	1	I	2	ıc
-WISE	Cement	8	İ	ŀ	ļ	-	1	ł	ļ	1	I	ı	-
DUSTRY	gaideildu & gairairg	7	ŀ	I	1	ŀ	İ	1	I	1	1	9-49	
RE-IN	All Textiles	9	ŀ	ł	-	4	ł	I	Ì	1	***	6	15
CONNAI	1sguZ	5	ŀ	ŀ	١	. 1	ŀ	I	i	1	1	2	2
QUEST	Mining including Coal Mining	4	ŀ	İ	ł	İ	ł	I	1	4		4	4
O THE	enoitanasII IIA	8	2	. 1	١	2	-	ł	-	. 1	1	9	12
REPLIES TO THE QUESTIO	Q.No. 131: What has been the relationship between wages in agriculture and other unorganised sectors and wages in industry?	2	How agricultural wages have slowed down the process of wage rise in industrial sector	2 Very high differential with wages in industry	3 No relationship	4 Wage level in the industry is always better than agriculture.	5 Wages during harvest season are always higher for agricultural workers	6 Wages in industry have gone up out of proportion in relation to other sectors .	7 It is not possible to define it .	8 Depending upon productivity in agricul- ture, wages are high as in industry	9 National Commission will consider the relationship and minimum wage in agriculture also	10 No comments	Total .
	Serial Number	-		٠,	, ,	-	. •			· ×	, ,	á	- 1

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.240

	Its affiliates	16	1	7		4	, 60	1	١	1	-	۱ ا	ø	56
Association	Council of Indian Employers	15		1	I	•	1	I	I	1	I	ı	I	-
Employers Associations	Its affiliates	14	1		۱	64	1	I	.	I	1	1	I	en.
	A.I.M.O.	13	+	I	ı	1	.1	I	ı	1	ı	1	1	-
	Its affiliates	12	1	1	I	I	I	I	ı	I	· 1	1	ĸ	5
	B, M, S,	=	1	I	1	-	I	I	1	1	1	ı	I	-
	Its affiliates	10	_	ı	1	2	-	I	1	ł	ı	I	S	6
Jaions	н. м. s.	6		I	1	1	-	ı	ı	I	ı	ı	1	-
Central Trade Unions	ensilita etl	8	- 1	1	1	1	1	1	ı	1	١	٠١	7	2
Central	יט. ד. ט. פ,	7	1	1	ı	1	8	1	ı	ı	1	-	ı	က
	Its affiliates	9	1	2	ı	ı	-	1	2	=	1	1	16	22
	A. I. T. U. C.	5	1	1	. 1	1	1	1	1	1	1	1	ı	1
	estailiffa et I	4	- 1	60	. 1	-	10	-			1	1	22	38
(וא.ד.ט.מ	3	1	1	1	1.	-	ı	1	1	I	1	1	1
	O. No. 131: What has been the relationship between wages in agriculture and other unorganised sectors and wages in industry?	2 ~	I How agricultural wages have slowed down the process of wage rise in industrial sector	2 Very high differential with wages in industry	3 No relationship between wages in Agri- culture and other organised sector with industry as they vary from region to region and industry to industry	4 No relationship	y is alwa	 Wages during harvest season are always higher for agricultural workers 	7 It is not possible to define it	Depending upon productivity in agricul- ture, wages are high as in industry	So far as bare minimum wages are concerned, there exists the same relationship between the two.	Wages in industry are better but during harvest season wages are high for agri- cultural workers	No comments	Тотак .
	Serial Number	-	•	••	•••	4	,	9	7	8	6	10	11	}

TABLE No. 1.241 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

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	Total	23	50	8	17	©	8	36	9	4	ις.	7	304	524
) ۾	elaubivibal	22	1	ιΩ	8	1	١	87	I	1	1	I	8	0
Others	Research and Other Institutions	21	es	7	က	-	1	ı	I	I	-	1	23	33
ſ	al size-lism?	20	ı	1	I	1	1	I	I	1	I	-	13	15
	Medium-size	61	I	1	1	1	I	-	1	1	1	I	9	=
nons	Large-size	81	1	12	1	2	I	-	1	-	I	1	8	51
Workers unions	enoin U sibnI IIA (sew-yrauni)	17	-	ĸ	ı	1	1	-	ı	ı	I	1	80	15
Woı	State/Regional Branches	16	1	=	-	1	I	-	1	1	-	1	27	\$
{	enoinU sharT launsO	15	ı	က	7	ı	1	7	1	1	.	I	1	_
2 2	Other Associations/ Organisations	47	11	10	-	1	1	12	ı	લ	-	1	#	翠
Associations	State/Regional Branches	13	ı	I	-	1	I	-	ı	1	I	1	ı	64
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_ {	əzis-llam2	=	ı	-	I	1	ı	i	I	i	ı	1	1	64
taking	Medium-size	22	1	7	1	1	1	-	ī	1	ı	1	7	11
Enterprises/Undertakings Private	Parge-size	6	က	en	7	-	ı	-	ı	-	1	1	13	24
	Co-operative	æ	7	ı	I	1	1	-	1	1	I	I		4
Ent	State Sphere	7	r.	10	I	-	I	ന	-	1	I	1	25	45
(Central Sphere	9	18	12	က	60	8	4	60	1	1	-	28	74
ionts	Others (including Local Bodies)	co .	_	8	1	1	I	1	ı	1	ı	L	8	23
Government Departments	Labour	4.	က	6	8	´ 1	1	1	-	I	73	- 1	4	21
O _D (Central	33		7	I	1	ı	1	-	1	ı	1	15	82
	O. No. 132: Should wages in agriculture and un-organised industries be allowed to influence wages in industry?	2	1 Yes			4 Since wages in industry are higher than in agriculture there is less chance of the former being influenced by the latter •	5 Workers' wages require to be progressively improved	6 These should be coordinated well '	7 It may be difficult in practice to do so	B The wages should be uniform in all sectors with necessary variations to provide for regional balance.	9 They have little influence, the gap deserves to be narrowed down.	0 No. The wages should be uniform in all sectors with necessary variations to provide for regional balance	1 No comments	Тотаг
	N.O. Normal Mumber particul industry wagg	1	1 Yes .	2 No .		4 Since wage in agricultu former beir	5 Workers' w ly improved	6 These shou	7 It may be d	8 The wages with neces regional ba	9 They have	10 No. The w sectors with vide for re	11 No comm	2

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.241

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Total	8	4	88		ιΩ	23	**	4.				119	248
Others	19	21	15	7	gent	İ	15	-	ı	-	I	29	127
Paper & Paper Pulp	18	1	-	1	l	l	i	l	ı	ı	I	84	en en
Chemicals & Chemical Products	17	pul	က	i	-	i	l	1	l	1	1	es.	8
Ferülizers	16	-	7	-	81	1	l	i	I	l	0	I	9
frogensiT riA	15	1	l	ı	1	-	l	1	1	l	1	1	2
Foad Transport	14	ı	8	1	İ	l	-	l	1	1	1	ტ	12
Fail Transport	13	ı	l	3444	1	1	l	l	1	١	. 1	l	-
Banking	13	1	ı	1	1	i	1	1	1	l	1	က	es.
Oil extraction, Refining and Distribution	11	2	I	-	ı	l	-	1	1	ļ	l		9
Engineering including Machine tools Scientific instruments	10	က	2	١		-	ಞ	7	.1	I	l	9	18 ·
Ison and Steel	6		-	-	1	I	1	1	ı	ı	-	7	9
Cement	8	22	1	ı	1	ı	-	l	ı	I	l	ı	89
Printing and Publishing	7	67	-	l	L	1	l	1	1	ı	1	8	r.c
All Textiles	9	85	វេ	l	ł	ı	က	-	₩.	1	1	6	22
Jeguð	10	2	l	l	i	l	7	ļ	1	1	l	9	10
gniniM IsoO gnibuləni gniniM	•	2	***	-	l	ı	und	!	8	i	l	81	6
snoitstusI¶ IIA	80	l	H	l	l	١	l	ı	1	1	i	9	7
O. No. 132; Should wages in agriculture and unorganised industries be allowed to influence wages in industry?	2	Yes	No	It automatically influences	Since wages in inclustry are higher than in agriculture, there is less chance of the former being influenced by the latter.	Workers' wages require to be progressive- ly improved	These should be coordinated well	It may be difficult in practice to do so	The wages should be uniform in all sectors with necessary variations to provide for regional balance	They have little influence, the gap deserves to be narrowed down	No. The wages should be uniform in all sectors with necessary variations to provide for regional balance	No comments	Total
Serial Mumber	-	-	8	co.	4	ī,	9	7	æ	ф.	01	11	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.241

	latoT	16	2	32	ന	2	9		-		93		4
	Others	15	2	14	୍ଟେ	1	4		-	1	63		88
	Foad Transport	14		2	i	1	ı	ı	١	1	144		ന
	Transport	13	ı	7	- ALVVIOLE	Į	1		. 1	1	=-		ຕ
	Banking	12	l.	I	1	ı	-		1	ţ	က		n
	Oil extraction, Refining and Distribution	11	1	-	1	I	ı	ł	ı	ı	I		,
	Engineering including Machine tools & Scientific instruments	10	1	1	1	. 1	ı	I	1	ł	81		n
	leon and Steel	6	1	7	ı	-	1	I	1	ı	7		۰ ا
	тама о	83	ı	-	ı	1	١	ı	1	ı	ı	,	-
	Zaideildu'd & Zaibaird	1	1	.	1	I	١	ı	1	, 1	-	•	-
	səliyxəT llA	9	1	4	1	-	7	I	1	١	80	;	CI
	Би ват	3	ı	ı	1	1	1	I	ı	1	64		7
,	Mining including Coal Mining	4,	1	ı	I	I	•	I	ĺ	1	4	,	4
	enoinatualy IIA	es	***	5	١	I	· •	1	1	=	9		71
	Q. No. 132; Should wages in agriculture and unorganised industries be allowed to influence wages in industry?	. 2		2 No	3 It automatically influences	4 Since wages in industry are higher than in agriculture, there is less chance of the former being influenced by the latter .	5 These should be co-ordinated well	6 The wages should be uniform in all sectors with necessary variations to provide for regional balance	7 They.have little influence, the gap deserves to be narrowed down	8 No. The wages should be uniform in all sectors with necessary variations to provide for regional balance	9 No comments	E	· · TOLYF.
	Serial Number	1	-	-4	۸,	•	47	~	,-	~	٥.		1

2. M. H. S. H. S. S. Liu affiliates B. M. S. M. S. S. M. S. S. S. M. S. S. S. M. S. S. S. S. S. S. S. S. S. S. S. S. S.						ď	ntral Tra	Central Trade Unions	2				Emj	Employers Associations	ociations	
Year. Year.		Q. No. 132 : Should wages in agriculture and unorganised industries be allowed to influence wages in industry?	,									1			lian Employers	
Year	Serial Number		л. и. т. и. с.	Its affligtes	A.L.T.U.C.	totailfila at I	יט יזי יזי כי	estailifla et I	.г. ж.н	estailfila et I	B, M. S.	Estaliffia es I	A. I. M. O.	its siffliates	Council of Inc	ensilffle ed
Yest. 1 16 4 1 1 2 1 1 1 1 1 1 1	1		ေ	4	5	9	7	8	6	02	11	. 12	13	14	15	16
No. 1 16 4 1 1 2 1 1 1 1 1 1 1	×						1	. 1		1	l	1	1	l,		
It automatically influences			1	16	1	4	-	I	1	7		ı	1	l	1	
Since wages in industry are higher than in agriculture, there is less chance of the former being influenced by the latter .		Lautomatically influences	1	l	* 1	1	-	l	ı	-	1	1	-	64	-	
Workers' wages, require to be progressive. If improved in the should be coordinated well in the wages should be uniform in all sectors with necessary variations to provide for regional balance influence, the gap deserves to be narrowed down in the comments in the comme		where wages in industry are higher than a agriculture, there is less chance of the rener being influenced by the latter.	-	-	1	l	l	. 1	I	-	I	1	l	1	1	
These should be coordinated well		Workers' wages, require to be progressive-	l	ļ	1	ı	. 1	1	1	1	1	1	Ş.	ļ	l	
The wages should be uniform in all sectors with necessary variations to provide for regional balance. They have little influence, the gap deserves to be narrowed down	L .9	These should be coordinated well	. 1	1	1	1	-	1	-	ļ	1	1		= 4	-	
They have little influence, the gap deserves to be narrowed down		wages should be uniform in s with necessary variations le for regional balance	ļ	***	1	ļ	dia.	ļ	1	1	I	1		l	1	
No comments		influence, the	I	I	l		I	}	1	ı	-	l	i i	l	l	
		No comments	***	21	-	91	I	2	****	5	ı	£,		1	-	

TABLE No. 1-242 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

1		3	Government	 F							Emplo	Verre									
		ÄÄ	Departments	nts	En	erprise	Enterprises/undertakings	rtaking	ķo.	•	Associations	tions		-	Workers unions	unions			Others	(
			State	و ا				Private	ate	ί. Γ			l			Oth	Other unions	ر ۽	gı		
Serial Number	O. No. 133: To what extent is the existing level of wages a result of the traditional mode of wage settlement, collective bargaining, award, etc.?	Central	Labour	Others (including Local Bodies)	Central Sphere	State-Sphere	Co-operative	Large-size Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/ Other Association	Central Trade Union	State/Regional Branches	snoiaU mibaI IIA (>siw-yrisubaI)	Large-size	Medium-size	Small-size	Research and Other Institution	elsubivibul	IstoT
-	2	ec.	4	r.	9	1 8	8	01 6	0 , 11	12	13	14	15	16	17	18	19	20	21	52	EZ.
	The existing level of wages is mostly due to wage Boards, Tripardite recommenda-		٠,		9							-		-	-	-			۰		. 3
6	Existing level is due to traditional method	,	ი ,	-	<u>.</u>	o (7	ł	и ,		1	*	Ν ,	ф (-	è	'	ı	ი ,	٠,	\$ 5
	of wage settlement	,q	-	ļ	7	9	1	1	1	- -	1	- 2	-	61	l	1	garang .	l	_		61
20	Mostly due to awards, mutual settlements or rates approved by state Department.	l	ļ	_	5	رن 1	ı		1	1	1	9	ı	1	8	***	l	-		ı	19
*	It is the result of all these forces but varying in degrees	1	4	I	7	4	-	-	2	1	1	. 60	1	ı	H	2	1	ı	-	ĸ	35
- IO	Wages are due to collective bargaining and awards	1	1	-	. 62	-	1	-	l I	ŀ	j	-	j	, -	İ	ന	j	į	ന	i	15
9	The wages are paid on the same pattern as by the Central Govt. departments .		ı	. 1	7	2	i	ı	l I	1	1	1	1	l	1	1	ı	1		.	, 10
7	This cannot be answered in precise terms	ļ	l	l	1	-	i	1	1	1	1	*	ı	1	ļ	, থ		1	ı	ı	್ಷ ಪ
&	To a large extent	1		İ	2	1	1	ł	1	1	j	*	١	-	1		j	ļ	ļ	1	~
Ġ	Mostly, it is a result of collective bargaining	1	-	ŀ	က		1	භ 	1	1	1	*	ı	7	ı	-	j	-	1	ı	11
2	In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision etc.	1	-	1	84	-	ı	-	1	1	1	-	l	-	1	84	1	\$	1	1	0
=	In the unorganised sector wages are fixed by traditional method, Minimum Wages Act and Individual bargaining	1	-	-	, ' '	1	. !	1	-	1	†		į	1	1	ļ	1	i	1	I	ຸຫ
12	It is based on the recommendation of the Pay Commission	i	ı		8	7	1	1	1	į	, !	1	ı	j	1	l	-	ı	. 1	1	'n
52	In the coal Industry, wages are entirely controlled by Awards	1	ı	1		1	ı	i	• 1	1	1		ļ	ı	ı	· .	.	1	1	1	_
±	In the unorganised sectors, wages are fixed arbitrarily by the employers	.	1	1	· 1	. =	1	1	. 1	!	.	1	: 1	- 1	Îs 1	· —	1	1	ı	1	2

	23	87	7	² in		64		****	····		291	524
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	14	1	,	1	yest	1			1	I	\$	\$
	13	1	1	1	1	1			1	1		67
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contd.	11	1	1	1		1	1	1	1	, -	-	8
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	ب	1	1	1	1	1		ī	1	1	71	18
		•	the .	set.	stly ons/	bod s or	red Lin,	Ę.	च •	and by	!	•
	.2		present, adjudication holds	Mostly due to wage Boards, mutual set- tlements, awards, collective bargaining or rates approved by State Deptt.	The existing level of wages is mostly due to Wage Board recommendations/ Tripartite decisions collective bargaining and awards etc.	Existing level is due to traditional method of wage settlement, mutual settlements or rates approved by State Department.	In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision and in the unorganised sector, by traditional	im Wages Act and In-	To a large extent, it is the result of all these forces but varying in degrees.	In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision etc. and in the unorganised sector arbitrarily, by the employers.		Total
		3	At present, ac field .		The existing level of we due to Wage Board re Tripartite decisions colling and awards etc.	Existing level is of wage settlemer rates approved	In the organised through collecti settlements by structure the unorganised	method, Minimum dustrial bargaining	To a large exte	In the organised through collections settlements by stain the unorganistic employers.	No comments	
,	1	15	16	17.	81.	61	20		21	22	23	

TABLE No. 2.242

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

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Banking	12	1	ı	ı	***	ı	1	l	ı	1	1	I	ı	1	
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Q. No. 133: To what extent is the existing level of wages a result of the traditional mode of wage settlement, collective baring gaining, awards, etc.?	2	1 The existing level of wages is mostly due to Wage Board/ Tripartite recommendations and awards etc.	2 Existing level is due to traditional method of wage settlement . , ,	3 Mostly due to awards, mutual settlements or rates approved by State Department .	4 It is the result of all these forces but varying in degrees.	5 Wages are due to collective bargaining and awards	6 The wages are paid on the same pattern as by the Gentral Govt. departments	7 This cannot be answered in precise terms	8 To'a large extent	9 Mostly, it is a result of collective bargaining.	In the organised sector, wages are fixed through collective bargaining, awards, aettlement by statutory provision etc.	In the un-organised sector, wages are fixed by traditional method, Minimum Wages Act and Individual bargaining	It is based on the recommendation of the	In the Coal Industry, wages are entirely controlled by Awards	In the un-organised sectors, wages are fined arbitrarily by the employers
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	3	1	I	1	1	1	1	*	2
•	2	15 No uniform system	16 At present adjudication holds the field	7 Mostly due to Wage Boards, mutual settle- ments, awards, collective bargaining or rates approved by State Department	The existing level of wages is mostly due to Wage Board recommendations/tripartite decisions, collective hargaining and awards etc.	In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory prevision and in the unorganised sector, by traditional method, Minimum Wages Act and Individual's bargaining		No comments	Total .
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REPLIES TO THE QUESTIONNAIRE—INDUSTRY—WISE DISTRIBUTION OF RESPONDEN TS (UNIONS) TABLE NO. 3-242

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Rail Transport	13	.]	l	*		1	1 1	l	1	1	1	1		
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ange enoitetral IIA	က	*	1	-	1	1	1"1	2	1	1	1	* 		
Q 133: To what extent is the existing level of wages a result of the traditional mode of wage settlement, collective bargaining, awards, etc.?	2	The existing level of wages is mostly due to Wage Boards/Tripartite recommendations and awards	Existing level is due to traditional method of wage settlement	Mostly due to awards, mutual settlements or rates approved by State-Department.	It is the result of all these forces but varying in degrees	Wages are due to collective bargaining and awards	This cannot be answered in precise ferms. To a large extent		In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision, etc.	In the un-organised sectors, wages are fixed arbitrarily by the employers	Mostly due to wage Boards, mutual settle- ments, awards, collective bargaining or rates approved by State Deptt.	The existing level of wages is mostly due to Wage Boards recommendations/Tripartite decisions, collective bargaining and awards etc.	Existing level is due to traditional method of wage settlement, mutual settlements or rater approved by State Department	
Serial Number	_	-	2	က	4	r)	م َ ہ	.00	6	.01	= :	12	<u>03</u> .	1

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1 2	In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provisions and in the unorganised sector by traditional method, Minimum Wages Act and Individual bargaining.	5 In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision etc. and in the unorganised sector arbitrarily, by the employers.	6 No comments e e e	Total .
	6 7 8 9 10 11 12 13 14 15	3 4 5 6 7 8 9 10 11 12 13 14 15 1 1 2	3 4 5 6 7 8 9 10 11 12 13 14 15 - 1 2 2	3 4 5 6 7 8 9 10 11 12 13 14 15 -

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-242

					రి	ntral Tra	Central Trade Unions	8					Employers Associations	Amociations	
Serial Number	O. No. 133: To what extent is the existing level of wages a result of the traditional mode of wage settlement, collective bargaining, awards etc.?	ו. א. ד. ט. כ.	Its affiliates	A. I. T. U. C.	estailiffa est	n. T. u. c.	estailfha et I	.е .м. н	stailfile at I	B. M. S.	enailma etl.	A. I. M. O.	Its affiliates	Council of Indian Employers	estallina etl
-	. 2	67	*	r,	9	2	80	O)	20	11	12	13	14	15	91
	1 The existing level of wages is mostly due to wage Board/Tripartite recommends-tions and awards etc.	-	9	1	_	-	1	1	-	1	1		-		•
H	Existing level is due to traditional method of wage settlement	i	1	ı	-	1	1	1	areal	1	ı	1	1	ı	-
44	Mostly due to awards, mutual settlements or rates approved by State Department.	1	-	ļ	1	1	1	1	1	i	ţ	1	1	ı	en.
*	It is the result of all those forces but varying in degrees .	l	1	ı	ı	pre		1	***	1	1	1	1	1	**
ιċ	Wages are due to collective bargaining and awards .	1	8		~~	1	1	1	. 1	1	ı	1		1.1	,444
φ	5 This cannot be answered in precise terms	j	7	1	1	1	1	ı	1	1	1	1	1	1	I
į	To a large extent	1	1	1	-	1	1	1	1	1	1	1	1	1	1
æ	Mostly, it is a result of collective bargaining	1		1	-	1	1	1	1	I	ı	i	1	1	61
ė.	In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision etc.	1	PI-4	1	-	1	1		j	1	1	1		1	1
2	It is based on the recommendation of the Pay Commission	1	1	ı	1	ı	i	1	ı	1	1	I	1	1	÷
Ħ	At present, adjudication holds the field .	ı	ı	ı	1	1	1	1	1	1	ı	1	1	1	**
77		I	84	I	ŀ	1	j	ı	1	1	1	1	1	1	1
13	The existing level of wages is mostly due to Wage Board recommendations, Tripartite decisions collective bargaining and awards etc.	1	64	i	1	ı	1	1	1	1	· 1	1	f	1	I
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	2	14 Existing level is due to traditional method of wage settlement, mutual settlements or rates approved by State Department .	In the organised sector, wages are fixed, through collective bargaining, awards, settlements by statutory provision and in the unorganised sector, by traditional method, Minimum Wages Act and Individual bargaining.	16 In the organised sector, Wages are fixed through collective bargaining, awards, settlements by statutory provision etc. and in the unorganised sector arbitrarily, by the employers	M. No Comments	Тота
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Ö.	-) N	OT-165				

TABLE No. 1.248
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

/		δĂ	Government Departments	nent cents		Ent	sprises	Encprises/undertakings	akings		Em	Employers Associations			Work	Workers unions	suo	İ	Others	2	
		l	S S	State				Private	ate					l			Other	unions		<u> </u>	•
Serial Number	Q. No. 134: As set forth in the report of the Committee on Fair Wages, "The minimum wage must provide not merely for the bare sustenance of life, but for the preservation of the health and efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amentities". Should this concept of minimum wage be modified in any way?	Central	Labour	Other (including Local Bodies)	Genual Sphere	State Sphere	Co operative	Large-size Medium-size	Small-size	Central Organisations	State/Regional Branches	\tensity \te	Central Trade Unions	State/Regional Branches	snoinU sibnI IIA (seiw-yusubnI)	Large-size	Medium-size	Sxie-llam&	Research and Other Institutions	#faubivibnI	Into'T
-	2	65	4	*C)	9	7	8	9 10	11 0	13	13	41	15	16	11	18	19	20	21	ដ	23
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61	No	*	15	ιņ.	36	81	3 7		1		-	23	,	9 7	ı	Ö	-	8	10	1 01	153
60	Yes, Minimum wage should be treated	1		1	ı	1	1		j 	1	•1	-	1		I	-	1	. 1	-	1	ស
4	Yes, changed living conditions must be taken into account while fixing minimum wage	,	ļ	1	2	1	1	1	j	-		67		hand	-	7	ı	i	-	1	19
	Yes, it should be defined only in money terms as introduction of other things would create confusion	1	1	1	ı		1	ı	1	-	1	1	ļ	1	1	l	1	i	ı	-	
9	Yes, it must also provide for housing facilities	1	l	1	ı		,	ı		ı	İ	1	1	1	-	1	ļ	1	1	ı	-
7	No, until the minimum concept has been achieved	[1	i	-	1	1	ı	1	j	j	1	1	I	1	1	I	1.	1	1	2
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σ ΄	Yes, on the basis of capacity of Industry to pay		1	ł	*	4	1	7	1	-	1	ß	. [i	1	* 1	1	1	1	1	16
20,	No, but contribution payable where ESI is applicable should be taken into account while fixing minimum wages	1	1	•	1	1	ı ı	· I	1	1	İ	· =	.	1	ŀ	1		1	1	1	
=======================================	Yes, it should be the need-based wage for	١	1	1	-	i	1	-	!	. 1	. !	84	4	7	. •0	4	1	*	1	- 5	23
12	Yes, educational and medical facilities should not be included in the concept	1	T	. 1	i	-	 	1		j.	I	8	1	Ľ	1	1	ŀ	1	1	i	67,
13	No, it should be implemented	ı	ı	1	i	· 	' 	i	!	1	1	Į.	İ	89	-	.1	-	1	1	1	r)
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4	2	No, except that it should be identified with the living wage principle	Minimum wage is not feasible for the private sector because of peculiar conditions	In addition to this, a small amount of saving in future should always be a part of the concept of minimum wages.	It should be the duty of the State to provide minimum wage requirements to all including labour	Concept of minimum wage should also be linked with productivity of labour .	Yes, it should provide for old age pensions or annuity too	Yes, changed living conditions and the basis of capacity of Industry to pay must be taken into account while fixing Minimum Wage	Yes, the concept of minimum wage should be defined only in money terms as introduction of other things could create confusion. It should also be linked with productivity of labour	No comments	Total .
	-	4	15	16	17	18	61 ·	20	. 21	22	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2-245

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	Fertilizers *	16	-	*	١	t	i	1	ł	. 1	-	1	l	1	1	
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	Fail Transport	13	1		I	.1	i	I	ł	· 1	İ	ł	1	ł		
	Banking	22		-	ł	1	I	i	1	ł	İ	ł	. 1	ł	. 1	
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	less and Steel	6	1	4	I	**	i	t	.1	. 1	I	1	. 1.	1	j	
	Cement	8	1	~		1	1	ł	-	ł	1	1	1	_ 1	. · · · ·	
	Printing and Publishing	7	7	-	1	ł	1	1	ł	1	ł	1	1	. 1	1	
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-	- enobetnefq IIA	m		N	į	1	ł	ł	İ	1	ł	, 1944	× 1			
	Q. No. 134: As set forth in the report of the Committee on Fair Wages, The minimum wage must provide not merely for the bare sustenance of life, but for the preservation of the health and efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities." Sould this concept of minimum wage be modified in any way?	2	Yes	No	Yes-Minimum wage should be treated as pubaistence wage	Yes-changed living conditions must be taken into account while faring Minimum Wage	No, until the minimum concept has been achieved	Yes, it should include workers' family also	Yes, on the basis of capacity of industry to pay	No, but contribution payable where E. S. I. is applicable, should be taken into account while fixing minimum wages	Yes, it should be the need-based wage for all	Yes, Educational and medical facilities should not be included in the concept	Minimum Wage is not feasible for the private sector because of peculiar confessors	the addition to this, a small amount of taying in future should always be a part of the conocpt of minimum wages	It whould be the duty of State to provide minimum wage requirements to all inclu- ing labour	
	Serial Number	_	-	84	60	4	43	9	7		O)	.6	==	4	2	

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				, _	TAB	TABLE No. 2.243-(contd.)	2-243-(0	ontd.)				١.							
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ond in the	14 Concept of minimum wage should also be linked with productivity of labour.	1	1	i	1	1	-4	ı	1		1	1	i	1	1	1	1	-	64
fer, sasis ourn	Yes, changed living conditions and the basis of capacity of industry to pay must be taken into account while fixing minimum wage.	. 1	ŀ	1	I	ı	1	1	1	1	-	1	1	1	1	1	1	1	-
A SE SE	16 Yes, the concept of minimum wage should be defined only in money terms as introduction of other things could ereste confusion. It should also be linked with productivity of labour.		r	1	1	t	1	1	1	1	. 1	Ī	i	1	. 1	<u>,</u> 1	1	. €. . ■	=
9	17 No comments	*	I	•	2	ĸ	1	-	Ś	-	-	I	7	i	ı	4	1	23	*
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REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-245

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Mining including Coal Mining	4	o _p	1	7 }		. 1	١	I	1	İ	l	1	*	*
agoitalna[¶][A	æ	'	Ŋ	Ä.	şand	l	1	l	23	1	1	1	97)	12
Q. No. 134: As set forth in the report of the Committee on Fair Wages, "The minimum wage must provide not merely for the bare sustenance of life, but for the preservation of the health and efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities". Should this concept of minimum wage be modified.		1 Yes	2 No	\$ Yes. Minimum wage should be treated as subsistence wage	4 Yes-changed living conditions must be taken into account while fixing Minimum Wage	5 Yes it must also provide for housing facilities.	6 No, until the minimum concept has been achieved	7 Yes, it should include workers family also	8 Yes, it should be the need-based wage for all	9 No. It should be implemented .	10 Concept of minimum wage should also be linked with productivity of labour .	11 Yes, it should provide for old age pensions or annuity too.	12 No comments	Total
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REPLIES TO THE QUESTIONNAIRE-DISTRIBUTION OF RESPONDENTS-UNION/ASSOCIATION-WISE TABLE No. 4 . 243

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	O. No. 134: As set for the in the report of the Committee on Fair Wages. "The minimum wage must provide not merely for the bare sustenance of life, but for the preservation of the health and efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities." Should this concept of minimum wage be modified any way?		1 Yes	2 No	3 Yes. Minimum wages should be treated as subsistence wage	4 Yes, changed living conditions must be taken into account while fixing wage	5 No, until the minimum concept has been achieved	6 Yes, it should include workers' family also	7 Yes, on the basis of capacity of Industry to pay	8 Yes, it should be the need based wage for all	9 Yes. Educational and medical facilities should not be included in the concept .	10 No, it should be implemented.	-	12 Yes, it should provide for old age pensions or annuity too.	13 No comments	Тотак
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REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

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		Q. No.: 135 The 15th session of the Indian Labour Conference accepted certain norms (Appendix IX) in regard to the size of the worker's family and minimum requirements of the family relating to food, clothing, housing and other iterus of expenditure. Attempts made by some wage fixing authorities to quantify this minimum wage have brought out the difficulties in implementing the formula. In what respects do the standards require reconsideration?	2	The standards as such do not require reconsideration (or it should be given)	Regional climatic considerations should aslo be given due weightage.		Earnings of the other members of the family should also be taken into account.	Cost of living should ali	Recommendations are good, but can- not be implemented under the present circumstances	•		9 Fixing wages on a hypothetical standard which is yet to be achieved, is wrong	The need-based wage may not be possible, as long as we import food and cotton		2 The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low
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	Even the norms not been fully re minimum for on	14 The norms press high side compare per capita income	15 It is essentiall cal issue .	16 All points regarding miscellaneous items require re-examination	17 Norms should having regar Industry of ch	18 Some change	19 Earnings of family and also be taken	20 The standard family consist. of at least units, 3 being too lithat a family has wrong, 4 children realistic estimate; the consumption one child in India very much less than	21 The standards reconsideration; should be take 4 to 5 consumption. The assumption children is wrugamily would the assumption is unrealistic, a does not consum an adult	22 Regional climatic also be given due the family should according to nature of the other mer should falso be take tion	23 The standar consist of units, 3 be prescribed compared to
2	Even the norms thus accepted have not been fully reckoned while fixing the minimum for one industry .	norms prescribed are on the side compared to the national and apita income	It is essentially an economic and politi-	points regarding food, cloth and clancous items of expenditure ire re-examination	Norms should be made more realistic having regard to capacity to pay of Industry of changed conditions ;	Some changes are necessary	Earnings of the other members of the family and their cost of living should also be taken into consideration	The standard family should be taken to consist of at least 4 to 5 consumption, units, 3 being too low. The assumption that a family has only 2 children is wrong; 4 children per family would be realistic estimate; the assumption about the consumption is unrealistic, since one child in India does not consume very much less than an adult	The standards as such do not require reconsideration; the standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low. The assumption that a family has only 2 children is wrong, 4 children per family would be realistic estimate; the assumption about the consumption about the consumption about the consumption about the consumption about the consumption about one child in India does not consume very much less than an adult	Regional climatic considerations should also be given due weightage; size of the family should be defined/altered according to neature of industry; earnings of the other members of the family should falso be taken into foonsideration.	The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low; The norms prescribed are on the high side compared to the national and per capita
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1 2	The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low. The points regarding food, cloth and miscellaneous items of expenditure require reexamination		Regional climatic considerations should also be given due weighbage. The standard family should be taken to consist of at best 4 to 5 consumption units, 3 being to low.	The wage structure should be based on skill and responsibility for each job.		The norms should be extended to agriculture	These considerations have no practical	Diet prescribed should be spelled	These norms must be implemented .	No comments	Тотя
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TABLE No. 1.244—(concld.)

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.244

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Q. No. 135: The 15th session of the Indian Labour Conference accepted certain norms (Appendix IX) in regard to the size of the worker's family and minimum requirements of the family relating to food, clothing, housing and other items of expenditure. Attempts made by some wage fixing authorities to quantify this minimum wage have brought out the difficulties in implementing the formula. In what respects do the standards require reconsideration?	2	The standards as such, do not require re- consideration (or it should be given)	Regional climatic considerati		Earnings of the other members of the family should also be taken into account		Recommendations are good, but cannot be implemented under the present circum- stances	Should be decided through a frank tri- partite talk.	Fixing wages on a hypothetical stan- dard which is yet to be achieved, is wrong	The need-based wage may not be possible, as long as we import food and cotton .	Even with modifications, it may be diffi- cult to put this into practice unless the wages are linked to productivity	The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low.	The norms prescribed are on the high side compared to the national and per capita income	All points regarding food, cloth and mis- cellaneous items of expenditure require re-examination
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	2	Norms should be made more realistic baving regard to capacity of Industry to pay or changed conditions	Some changes are necessary	Marnings of the other members of the family and their cost of living should also be taken into consideration.	The standards as such do not require resonsideration (or it should be given). The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low. The assumption that a family has only 2 children is wrong, 4 Children per family would be a realistic estimate, the assumption about the consumption is unrealistic, since one child in India does not consume very much less than an adult	Regional climatic considerations should also be given due weightage. Size of the family should be defined/altered according to nature of Industry. Earnings of the other members of the family should also be taken into account	•				These considerations have no practical value	No comments	TOTAL
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TABL B No. 3-244
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

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	Q. No. 135: The 15th session of the Indian Labour Conference accepted certain norms (Appendix IX) in regard to the size of the worker's family and minimum requirements of the family relating to food, clothing, housing and other items of expenditure. Attempts made by some wage fixing authorities to quantify this minimum wage have brought out the difficulties in implementing the formula. In what respects do the standards require reconsideration?	2		 Regional climatic considerations should also be given due weightage 	3 Size of the family should be defined/altered according to nature of industry .	dations are good, but ented under the present	5 Profit-earning concerns must be made to pay fair wages and not the minimum	wages	6 Even the norms thus accepted have not been fully reckoned while fixing the minimum for our industry	7 All points regarding food, cloth and miscellaneous items of expenditure require re-examination	8 Norms should be made more realistic having regard to capacity to pay of Industry or changed conditions			Regional climati also be given due family should be least 4 to 5 cons		value		Total
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REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-244

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The norms prescribed are on the high side compared to the maintain and pre-capital family should be defined f	A No. 185: The list section of 'the factoring the detail of the factoring of the worker's family in regard to the standard conference accepted to the standard conference accepted to the standard standard standard standard require reconsideration for its and the family make by conference of the family standard require reconsideration for its and the family standard require reconsideration for its and the family standard require reconsideration for its and the family standard require reconsideration for its and the family standard require reconsideration for its family should be defined, all the family should be defined, all the family should be defined, all the family should be defined, and the family should be defined, and the family should be defined, and the family should be made anore realisition by family should be made anore realisition by family should be made anore realisition by family should be made anore realisition by family should be family should be made anore realisition by family should be family should be made and family confidentity.	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The 15th section of "the Unique Conference accepted to the incident Conference accepted to the incident Conference accepted to the incident Conference accepted to the incident Conference accepted to the incident Conference accepted to the worker's family and within mergand with the family the forest conference of the family the family about the family and accepted the worker of the family incident in implement of the family and the family in the family and the family and the family and the family the family and the family and the family and the family and the family and the family and the family and the family and the family and the family and the family and the family and the family and the family and the minimum. 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TABLE No. 1-245
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		త్ద	Government Departments	ent	•	Enterp	rises/un	Enterprises/undertakings	ngs	Emp	loyers 4	Employers Associations	ions		Work	Workers unions	ions	ſ	Others	F (
			State	ا ڀو	l			Private	lie							Othe	Other unions	- - r	FMC		
Serial Number	O. No. 136 If it is not feasible to provide the minimum wages referred to earlier to the working class, is it possible to suggest a phased programme for implementing the need-based minimum as recommended by the Indian Labour Conference?	Central	Inadeal	Other (including Lecal Bodies)	Gentral Sphere	State Sphere Oo-operative	Large-size	Medium-size	əzie-llem?	enoitasinagro Isrumo	State/Regional Branches	Other Associations/ Organisation	Gentral Trade Unions	State/Regional Branches	snoinU sibri IIA (siw-yrsubni)	-31z-721 <u>z.</u> 1	əzis-muibəM	Small-size	Research and Other Institution	*laubivibra!	[ateT]
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2	No		ಣ	_	60	7	i -	1		1	1	2			8	8	1	2	1	2	36
573	To some extent	I	-		ı	' 	ı			İ	I	-	1	1	i	1	1	1	1	ı	60
*	Only on a phased programme	j	ŀ	j	ĸ	2	1		1	İ	1	67	ı	I	i	1	i	1.	-	ı	2
10	Does not hold good since most of the work is done by piece rate.	***	1	1	1	1	. 1	1	,	1	1	1	1	1	Į.	1	1	1	I	ı	بس و ،
φ	If the Industry cannot pay the minimum wage, it has not right to exist	1.	1]	8	']	j		1	1	1	1	١	1		1	ı	ı	1	•9
7	Need based minimum concept is feasible only where there is self-sufficiency	1	-	1	*	,	ı	i ==	1	1	1	*	*	1	1	l	1	•	1	1	Ξ
₩	Not until we are self-aufficient in food	1		i	7		ı			!	1		1.	l	1		ı	ı	1		60
6	Since phasing also depends upon the future trend of national income, it is unrealistic to chalk out now	***	(es t	1	8	ı	- -	ı	-		***	R	1	1	I		1	ı	-		*
01		1	ı	ı	-	s savet	1	i I	1		1	1	ı	I	1	I	1	1	1	ı	2
	It should be possible to provide the minimum need based wage referred to above	1	1	1	-		1	1	1	•	1	1		-	ļ	m	1	i	1	ŀ	r,
12	The ideal of need-based wage could be achieved by linking wage to productivity through 'Wage Plan' by increasing production during a period of years.	***	-	1		84	j	1			age a	1	ı	1	1	1	1	. 1	I	1	•
13		1		. 1		Ì	1	1	1	1	-	1	1	1	1	-	1				*

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TABLE No. 1-245-(contd).	6		ŧ	ł	-	1	1	1	13	24
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	9	90	1	1	 ·	-	1	ł	23	*
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	+	-	ŀ	1	1	1	i	ŀ	7	21
	8	1	ı	1	1	ı	1	ı	17	81
	2	14 It is certainly a desirable objective	15 The feasibility has not been assessed in an impartial manner.	16 Yes, existing wage levels should correlate to a certain minimum output and linked to increase in labour productivity .	17 The implementation of minimum should also look into the capacity of industry	18 Yes, if the standards are such which could be easily implemented	19 Norms laid down in 15th session of Indian Labour Conference should be followed	20 If the Industry cannot pay the minimum wage, it has no right to exist; need based minimum concept is feasible only where there is self-sufficiency	21 No commornts	TOTAL .
	-	#	15	91 -	1	32	35	20	21	

REPLIES TO THE QUESTIONNAIRE-INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2-245

All Plantations Mining including Coal Mining Sugar Sugar All Textiles	3 4 5 6	- 3 1 4	1 1 1	i i	.		1 1 - 1	1	5 - 1	1						
Sugar	5	3 1 4 2 —	1 1 -	1 1			1 1 1	1 1 1		1			1			
Iron and Steel Engineering including Machine tools Scientific instruments.	9 10	1 1	-	1	1	***************************************	-	1 2	1 2	1		Г	1 ·	-	- 1	
Oil extraction, Refining and Distribution,	11	2	-	I	I	1	=	1	1	1	• 1		1	1	`·	,
Banking	12	1	-			1	1	1		1	. 1	.	. 1	I	1	
Hail Transport Road Transport	13 14	1 1	-	1	-	*-	. 1	1	. 1	-	ĺ	· I	·	. 1		
troquarT niA	£ 15		-	i	١	7	1	1	1	1	1	1	1	1	1	
Fertilizers Chemicals & Chemical Products	16 17	2 1	1	i	.	· 1	-	1	1	1	1	1	· 1	-	- 1	
Paper & Paper Pulp	18 19	1 27	6	-	ا د	· !	ا ش	1	6	-	: # : 1	- 1	- 1	1	8	
Total	8	4	16	64	11	~	6	c.s	10	7	- 1	,	, , , , , , ,	2		۱

TABLE No. 2-245-(contd.)

-	2	60	4	3	9	7	8	6	01	=	12	13	*	15	16	17	82	19	20
15 th	15 The implementation of minimum wage shuld allso look into the caspity of industry.	j 9 mg -	1	ı	-	ı	1	1	l	i	ı	1	ł	ŀ	-	1	1	*	9
16 Ye be	16 Yes, if the standards are such which could be easily implemented.	۱	i	ı	ı	i	l	1	ı	ı	i	I,	1	ı	ı	ı	ı	-	-
17 No	17 No comments	9	8	9	=	8		-	7	81	-	ı	co	ı	i	rc.	8	8	120
	Total	1	6	2	a	5	85	9	81	9	8	-	12	8	9	∞	80	127	28

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-245

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Others	15	. 2 en	۱ ۲	I	-	' i	47		\$	88
Foad Transport	14	- 1	ı	1	ı	1	j	ı	7	æ
raquarT lisA	S I		1	ı	ı	ı	ı	1		တ
Banking	12	11	ı	I	l	I	-	1	ú	8
Oil extraction, Refining and Distribution.	=	- 1	1	1	I	I	I	i	t	-
Enginecting including Machine tools & Scientific instruments.	6.	-	ı	. 1	ı	I	i	ı	81	60
Iron and Steel	6	8	ı	1		1	-	1		S
Cement	ω .	- 1	I	1	I	1	ı	1	1	-
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All Textiles	9	e	ı		8	-	93	ı	ស	15
Sugar	ro.	1 1	1	I	I	1	ı	I	64	2
Mining including Coal Mining	*	1 1	ı	1	ı	1	I	I	*	4
enoinginal IIA	973	2 89		1	Ì		ı	1	ιn	12
Q. No. 136: If it is not feasible to provide the minimum wages referred to earlier to the working class, is it possible to suggest a phased programme for implementing the need-based minimum as recommended by the Indian Labour Conference?	2	Yes	If the Industry cannot pay the minimum wage, it has no right to caist	Since phasing also depends upon the future trend of national income it is unrealistic to chalk out now	It should be possible to provide the mini- mum need-based wage referred to above	Yes, the immediate objective should be to achieve the need based minimum in all sectors first.	It is certainly a desirable objective	The feasibility has not been assessed in an impartial manner	No Comments	Тотак
Serial Number	-	1	60	4	47	9	7	&	0	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-245

								Central T	Central Trade Unions	to:	1	1	Employers Associations	sociations	
Serial Number	Q. No.136: If it is not feasible to provide the minimum wages referred to earlier to the working class, is it possible to suggest a phased programme for implementing the need-based minimum as recommended by the Indian Labour Conference?	j. M. T. U. G.	estailma ett	א. ז. ז. ט. ס.	entalifika est.	ம் ம ம ம்	Its affiliates	'S 'W' 'H	estailfila erf	B. M. S.	tes affiliates	, р. м. о.	estaililla et I	Council of Indian Employers	Its affiliates
-	2	en '	4 ,	32	9	7	€ .	6.	10	H :	12	13	14	15.	192
- 61	Yes No	- 1	12 1	1.1	en	7 -	1'**	1"1"	1 '↔ :	1'1'	1-1:	171	-1×13	F 1	ब र्का ह
e) .		1	1 1	1 1	1 1	1 1	1 1	1 1	1 1	1 1		1 1	۱ -	1 1	۱ ۲
* W '	Only on a praced programme. If the Industry cannot pay the minimum wase, it has no right to exist		ı -	1 1	ı I		1 - 1	1	1	- 1	- 1	1	• • 1		· 1
9		. 1	1	⁴ 1	1	. 1	. 1	ı	1	1	1	: 1	<i>i</i> 1	. 1	'su
7	Since phasing also depends upon the future trend of national income, it is unrealistic to chalk out now	1	: 1	1	. 1	: 1	1	: 1	; 	: 1	1	1	1	: 🛩	eter pyp
∞ ⊶		a 1	. 67	* 1	1	1	1	1	-	a 1	. 1	·., 1	: 1		· ·T
6	The ideal of need-based wage could be achieved by linking wage to productivity through Wage Plan by increasing	: : 1	. 1	* 1	1	1			: 1	•	' : 1	· 1	Į	.: 1	;
2		e == 1	-,	. 1	1	. 1	. 1	. 1	I	Į.	I	1	-	- 1	1
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13	Yes, existing wage levels should co-relate to a certain minimum output and inted to increase in labour productivity	1	ا ژندر د ۱	I	1	. 1	1	1		1	1	-		. 1	T
7.		ı	, .] \$	I	1 9	1	١.	I	 4 	1] #	I	l	1	¥ Č
2	No comments	1	2 88	1	22	1 80	7	1	1 -	1	5. IC	-	60	ı -	70
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TABLE No. 1.246
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

1	Total	23	7.5	62	6	13	., -	464	64	7	7	,-	5	•		4	1 326	524
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Õ	Research and Other Institutions	21	•	4 9	1	I	:	11	1	į	ŀ		: }	9	•	ŀ	1 %	33
	Smæll-size	20		1	1	1	;	: -	I	.	: 1	}	- 1		· •	÷	1 2	15
sooi	Medium-size	19	١	1	1:	ı		-	1	ţ	. }	ŀ		' I		İ	1 2	=
Workers unions	Large-size	82	6	, 9	%	ł		r I	1	ı	. 2	·. }	,	' I		}	37	51
Wor	anoinU sibnI [[A]] [] siw-yratenI)	17		· 05	1	-		Η.	٦-	ŧ		- 1	644	•		İ	۱۵	15
,	State/Regional Branches	16	6	i 60	1	82	.	FT.	1	ŧ	on	1	~	1		Ì	&	42
ions	Central Trade Unions	15	-	'}	₩.		;	j.)	***	<u>‡</u>		نسود ا	J	i		}	%	
Employers Associations	Other Associations/ sanisations	14	2	*	64 -	ന		1	1		: .	i	. 63	, 1		} '	27 -	25
loyers	State/Regional Branches	13		8	Ė,	ļ		1	ł	J	ļ	. 1	ŀ	· •	-		1	2
Emp	Central Organisations	12	l	—	Ì	ł		1	ł	ł	1	I		1	ļ		H	7
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akings	Medium-size Small-size	01	8	·	1	ł	٠. ا	1	1	ŀ	1	i	ŀ	. 1	ı		I ∞	n.
inder t	Parge-size	6	67	93	 -	2	I	1.	1	I	, 1	ŀ	~	ı	ı		13	24
Enterprises/under takings	Go-operative	8	-	1	}	ı	-	1	ī	1	, 1	1	ł	9-4	ŀ			•
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ments	Others (including Local Bodies)	z,	-	4	ł	1	i	1	ł	I.	1	ı	1	1	ŀ		∞	23
Government	Labour	4	*	9	_	7	1	1		ı	ł	J	64	1	i		20	21
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	O. No. 137: The Committee on Fair Wages made its recommendations about minimum wage against the background of conditions in the industrial sector. Do these ideas require modification if they are to be relevant to mon-industrial workers who predominate in the economy?		٠	٠	should also	entitled for the need-based minimum	Depends upon the wages paid in each and kind	different since the cost structure differs No, since the consumption pattern is al-	Jacobs 4	out for urban & non-industrial workers	This should be equated with need-based wage of the 15th I.L.C.	Depends upon how the term "non-indu- strial workers" is defined	Yes, there should be an attempt to progressively reduce the difference.	yet to reach fore modifi-	reduction in the	Yes, since the conditions of two types		TOTAL
	lo. 137: The Committee on Fai made its recommendations abomum wage against the backgroonditions in the industrial sections in the industrial sections they are to be relevant to dustrial workers who predom the economy?	>	. •	•	shoule	ed mi	is par sector	structa	se two	dustria	with n	erm "	tempt ice	re ye	reduction clothing	of two	• •	ı L
	nmitte sendar sendar si indu quire releva s who	2	•	•	ken	seq-pas	wag strial	cost :	n the	ges u	L.C.	the t	ifferen	urers		tions	• •	
	ue Corrue		•	•	nt d wor	o ne	n the Findu	the com	etwee	% ¥	be equ	b si	the by	ndati Labo	using	cond	• •	
	to. 137: The Comade its recommum wage aga conditions in these ideas in they are to be dustrial worke the economy?		•	•	ustria	for th	s upor 1 . n non n	t since e the	me t	urbar	ould the	upon rkers	duce 1	ura! done	re sho	c the	ments	
	No. 15 made mum conditions these they dustr the e		S. X	%	To some extent Non-industrial workers	hitled	Depends and kind Wages in	fferent o, sino	most same between these two	out for	his sh	Depends upon how the tatrial workers" is defined	Yes, there should be an attempt aively reduce the difference.	The recommendations are yet the Agricultural Labourers before tions are done	Yes, there should be a matter of housing &	Yes, since the	No comments	
	Serial Number	-	7	Z E	ω 4. ⊐ Ω	٠.	Σ∦ ≩ ο ο	ž &	8 ×		F ≥ on	스 및 유·	× 1	# [주 관 [전	13 Ye	14 Ye	15 K	
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TABLE No. 2-246

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

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latoT	73	88	27	•	12		••		•		-		==	248
Others Industries	19	26	12	-	7	ı	-	1	(1-4	r.	1	~	73	127
Paper & Paper Pulp	18	1	.1	I	-	1	Ì	1	1	-	1	- 1	-	87
Chemicals & Chemical Products	17	8	1	ı	1	ŧ	1	ı	1	****	ı	1	ΙÜ	∞
Fertilizers	16	89	-	1	1	1	1	1	-	ı	1	1	-	9
roqenarT riA	15	1	. 1	-	1	ı	- 1	ı	1	ı	1	1		6
Road Transport	14	2	8	1	1	1	1	1	ı	1	1	1	80	12
rioqenarT liaA	13	1	1	ı	1	ı	1	1	1	1	1	1	*	
Banking	12	1	ı	1	1	1	1	ı	1	1	1	1	8	60
Oil extraction, Refining and Distribution,	11		8	1	-	1	1	ı	1	ı	1	1	64	9
Enginecting including Machine tools Scientific instruments,	10	5	cr)	ı	-	1	ı	-	l	914	1	1	-	18
Iron and Steel	6	2	-	1	-	1	~	ı	I	1	1	1	-	9
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estiles	9	9	တ	1		1	ı	1	1	1	1	1	11	22
Sugar	S.	2	ı	ı	ı	-	1	1	1	ı	1	1	9	10
Mining including Coal Mining	*	2	8	ı	1	ı	1	ı	1	1	1	I.	l/)	6
anoizantala IIA	673	7	ı	ı	ı	I	ı	1	ı	1	1	1	ເດ	7
Q. No. 137: The Committee on Fair Wages, made its recommendations about of minimum wage against the background of conditions in the industrial sector. Do these ideas require modification if they are to be relevant to non-industrial workers who predominate in the economy?	2	Yes	No	To some extent	Non-industrial workers should also be entitled for the need-based minimum	Depends upon the wages paid in cash and kind	Wages in non-industrial sector should be different since the cost structure differs	No since the consumption pattern is almost same between these two	Yes, separate wages may be worked out but for urban and non-industrial workers	Yes, there should be an attempt to progressively reduce the difference	The recommendations are yet to reach agricultural labourers before modifications are done	Yes since the conditions of two types of workers differ	No. comments	Тотас
Serial Number		•••	2	6/3	4	S	9	7	80	6	01	=	21	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE NO. 3-246

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60	ı	7	-	l	84	ı	ı	-	9	12
2	l Yes	2 No	3 To some extent	1 Non-industrial workers should also be entitled for need-based minimum .	5 This should be equated with the need-based wage of the 15th I.L.C.	6 Depends upon how the term "non-in-dustrial workers" is defined	7 Yes, there should be an attempt to reduce the difference progressively	8 Yes, there should be a reduction in the matter of housing and clothing	9 No comments	TOTAL
	3 4 5 6 7 8 9 10 11 12 13 14 15	2 3 4 5 6 7 8 9 10 11 12 13 14 15	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Yes	Yes	Yes	Yes	Yes	Yes	Yes

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-246

					Central Trade Unions	rade Unic	5 00				ם	Employers Associations	sociations	
O. No. 137: The committee on Fair Wages made its recommendations about minimum wage against the background of conditions in the industrial sector. Do these ideas require modification if they are to be relevant to non-industrial workers who pre-dominate in the economy?	ד אי די חי מי	entailfha et I	A. 1. T. U. G.	enighe el	D.T.U.C.	estailfila et I	н. м. s.	estailfile et l	B. M. S.	Its affiliates	A. I. M. O.	in similares	Council of Indian Employers	Spinifing all
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3 To some extent	I	ı	ì	ı	_	ı	1	1	ı	ı	ı	1	ı	· 69
4 They should also be entitled for the need-based minimum	.	2	1	. 1	-	-	1	1	- 1	ı	1	; 1	ı	6
5 Yes, separate wages may be worked out for urban and non-industrial workers	ı	l	ı	ļ	l	ı	1	1	1	ı	.	ı	1	, -
6 They should be equated with the needbased wages of the 15th I.I.C.	. 7.	9	ı	l.	ŀ	Į.	1	l	ľ	ŀ	1	ı	.4	۱ ۱
7 Yes, there, should be an attempt to reduce the difference progressively.	1	7	, 1	ı	ı	1	1	1	-	. 1	-1	; I	,,	•
8 No commendta	1	22 :	!	61	ı	-	1	9	ı	ιΩ	1	I	·. [.	9
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REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS **TABLE NO. 1-247**

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		<u></u> \bar{a}	State				E	Private	ſ						o (Other Umons	m :	Si Cin	,
Q. No. 138; If the idea of fixing a national minimum wages to be accepted taking into account the replies to questions 134 to 137 earlier how it is to be worked out in practice?	Central	nods.I	Others (including Local Bodies)	Central Sphere	State Sphere	Со-орегацуе	Large-size	əsis-muibəM	Small-size	Central Organisations	State/Regional Branches Other Associations/	Organisations Central Trade Unions	State/Regional Branches	anoinU sibaI IIA	(Industry-wise)	Medium-size		Small-size	Small-size Research and Other Institution
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Fixing a national minimum wage by first fixing different minimum wage levels on the basis of appropriate area-wise and employment-wise classification	l	1	1		2	1		ı	1	1	1	1			· ·	T THE STATE OF THE			
Fixing a national minimum wage is highly complicated, since there always exist disparities in economic prosperity and standard of living	1	84	-	01	-	I	· =	T T T T T T T T T T T T T T T T T T T	. 1	9	1	4.	,	1				1	1
We do not agree with this proposition of fixing a national minimum wage at this stage.		r.	_	٥	, ,	peri	61	ı	ı	· • •==	1 12	1		l	· =	1		1	1
Regional and sectoral considerations in all its aspects should be given due weightage.	1		1	∞	7	I,	-	l	1	ı	1	2			EU	l		-	1
This has meaning only when the efficiency of the worker to produce more is increased	I	1	1	7	1	1		1	1	1	1	1	į		-			-	1
In the absence of a national food policy to become self-sufficient this is not possible and feasible.	. 1	. 1	1	1	1	1	-	-	1		1	-	1		l	1		1	-
There is no need to fix a national minimum wage as the conditions vary from region to region and economy is not stabilised.	l	1	į		1	. 1	1	1	1	1	ī	1	1	1	1	1		1	1
It should be a phased programme keeping in view the prevailing conditions of indu- stry, etc.	=	1	1	ı	-		67	1	i	l	1			1	2	l		1	1
Some serious thinking is necessary as it is already delayed too much	-	l	1	-	1	1	1		1	1	ı	1	I _		1	1			i
Fixing a national minimum wage seems to be impracticable one			,												•				

TABLE No. 1-247-(contd.)

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19 The concept of minimum need-based wage evolved by Committee on Rair Wages should be the basic strandard for the whole country to the basic strandard for the whole evolved by Committee on Rair Wages should be the basic strandard for the wale evision of minimum wage is desirable but it should not become a maximum wage. 21 By State-wise revision of minimum wages should be every fiveyars. 22 National minimum wage should be worked out for three sectors it, agricultural, non-organised and organised or all sectors 23 National minimum hours of work should also be laid down 24 By multiplying the per capital income at current pixels by the number of units in a family of maximum four persons. 25 Mainimum wages chould be fixed State-wise as as as the prowades evolving national minimum wage. 26 It should be fixed state-wise as as as the prowades evolving national minimum wage. 27 It should be fixed state-wise as as the prowades evolving national minimum wage.	81	.,,	1	1	-	2		ļ	1	1	1		1	=4		1	i	1	1	. 1	ı	9
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24 By multiplying the per capita income at current prices by the number of units in a family of maximum four persons. 25 Minimum wage should be fixed State-wise as a step towards evolving national minimum wage. 26 It should be fixed/it is certainly a desirable concept.	22	National minimum wage worked out for three sectors i.e ral, non-organised and organ sectors	1	1	1	-		! !	1	1	1]	1	1	1	, 1	1	1	1	1	1	2
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	2			29 Difference of wages should not be more than in the ratio of 1:10	50 Fixing a national minimum wage is an advantage for the both employers and employees	Fixing a national minimum wagescems to be an impracticable one whereas regional minimum wage has a better chance of success			4 Regional and sector considerations in all its aspects should be given due weightage and also it should be co-related with the growth of national income and industry's capacity to pay	By fixing a minimum quantum for basic necessities per average family and to that by adding other amenities and then working out their value. Corresponding to rate of growth of national income and industry's capacity to pay	Not a difficult one if the condition of industry is kept in view with a vigil over the economy of the units	7 Should be based on need-based norms .	By controlling population and stabilisation of prices of goods	A minimum wage of Rs. 250 should be fixed taking into account 1966 index .) As per provisions of Minimum Wages Act	No comments
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REPLIES TO THE QUESTIONNAIRE—INCUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.247

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enoitatasl¶ IIA	3	I	1	ı	-	ı	ł	ı	l	İ	1	2
O.No. 138: If the idea of fixing a National Minimum Wage is to be accepted taking into account the replies to question 134 to 137 earlier how is it to be worked out in practice?	. 2	I Fixing a national minimum wage by first fixing different minimum wage levels on the basis of appropriate area-wise and employment-wise classification.	2 Fixing a national minimum wage is highly complicated since there always exist disparities in economic prosperity and standard	3 We do not agree with this proposition of fixing a national minimum wage at this stage.	4 Regional and sectoral considerations in all its aspects should be given due weightage	5 This has meaning only when the efficiency of the worker to produce more is increased	6 In the absence of a National Food Policy to become self-sufficient, this is not possible and feasible.	7 There is no need to fix a National minimum wage as the conditions vary from region to region and economy is not stabilised	8 It should be a phased programme keeping in view the prevailing conditions of Industry etc.		 Fixing a national minimum wage seems to be an impracticable one 	11 There is hardly any need, if the minimum requirement for food, cloth and housing are provided
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TABLE No. 2-247—(contd.)

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2			By fixing a minimum quantum for basic necessities per average family and to that by adding other amenities and then working out their value	By appointing a National Minimum Wage Standardization Committee or Export Committee or left to exports	Regional minimum wage has a better chance of success	It has to be gradually aimed at by increasing production or National minimum Wage must be fixed	The concept of minimum need-based wage evolved by the Committee on Fair Wages should be the basic standard for the whole country	National minimum wage is desirable but it should not become maximum wage.	By state-wise revision of minimum wages every five years	National minimum wage should be worked out for three sectors i.e. agricultural non-organised and organised or all sectors	National minimum hours of work should also be laid down.	Minimum wage should be fixed state-wise as a step towards evolving national minimum wage.	It should be fixed/It is essentially desirable concept	It should be co-related with the rate of growth of the national income and Industry's capacity to pay	Fixing a national minimum wage seems to be an impracticable one; whereas Regional minimum wage has a better chance of success	Fixing a National minimum wage seems to be an mpracticable one; rather than the concert of minimum need-based wage evolved by the Committee on Fair Wages should be the basic standard for the whole country
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•	2	28 We do not agree with the proposition of fixing a National Minimum Wage at this stage, sectoral considerations in all its aspects should be given due weightage	By fixing a minimum quantum for basic necessities per average family and to that by adding other amenities and the work-king out their value corresponding to rate of growth of National Income and Industry's capacity to pay	O Not a difficult one if the condition of industry is kept in view with a vigil over the economy of the units	By controlling population and stabilisation . of prices of goods.	32 No Comments .	Total .
		88 .	29	8	31	çç	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.247

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Others	15		4	-	1	·	8		I	. 8	_	. 4	
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Oil extraction, Refining and Distribution	11		. 1	1	l	ļ	Í	İ	.	. 1	1	1	ţ
Engineering including Machine from the foot	10		. 1	I	1	ı	f	i	ı	ļ	1	-	.
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ze R ng	5	ļ	ı	ļ	1	1	ı	ł	1	1		-	1
Mining including Coal	+	Ţ		11	ı	I	1	1	like the same of t		ļ	ı	1
enoissus I A	3		***	ļ	ļ	ı	I	ļ	-	I	Į		1
Q.No. 138: If the idea of fixing a National Minimum Wage is to be accepted taking into account the replies to questions 134 to 137 earlier, how is it to be worked out in practice?		We don't agree with the proposition of fixing a National Minimum Wage at this stage.	Regional and sectoral considerations, in all its aspects should begiven due weight-age	It should be a phased programme keeping in view the prevailing conditions of Industry etc.	Some serious thinking is necessary as it is already delayed too much	Fixing a National Minimum Wage seems to be an impracticable one.	By fixing a minimum quantum for basic necessities per average family and to that by adding other amenities and then working out their value	By appointing a National Minimum Wage standardisation committee or Expert com- mittee or left to experts	Regional minimum wage has a better chance of nuccess.	It has to be gradually aimed at by increasing production/or National Minimum Wage must be fixed	The concept of minimum need-based wage evolved by the committee on Fair Wages should be the basic standard for the whole country	National Minimum wage is desirable but it should not become a maximum wage.	National Minimum Wage should be worked out for three sectors i.e. agricultural, non-organised and organised or all the sectors
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TABLE No. 3.247 (contd.)	00	. 1	ļ	1	t	1	1	1	1	I	I		-
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	3	33	t	I	ŀ	{	I	1	-		I	۱۵	12
	1 2	By multiplying the per capita income at current prices by the number of units in a family of maximum 4 persons		It should be fixed	It should be co-related with the rate of growth of the National Income and Industry's capacity to pay	7 It should be based on the norms laid down by the 15th/16th Indian Labour Conference	B Difference of wages should not be more than in the ratio of 1:10		Fixing a National Minimum wages seems to be an impracticable one whereas Regional minimum Wage has a better chance of success.	Regional and sectoral considerations in all its aspects should be given due weightage and it should also be co-related with the rate of growth of the National income and Industry's capacity to pay	2 Should be based on need-based norms .	3 A National Minimum Wage of Rs. 250 should be fixed taking into account 1966 Index 4 No comments	TOTAL
		13	4.	15	16	17	18	. 13	20	21	22	23 24	1

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REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-247

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ations	Council of Indian Employers	15	• 1	1	1	1	1	1	1	. 1	1	I	1
Employers Associations	tts affiliates	14	=	=	1	I	1	1	ı	1	I	1	. 1
Respi	אי זי איי סי	13	1		1	1	1	I	l	ı	I	1	1
	Its affiliates	12	l	1	1	1	. 1	1	1	ı	1	1	
	B. M. S.	==	I	1	=	1	1	1	l	1	I	1	1
	spisifilia et I	10	1	1		1	I	1	1	-	I	1	-
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Trade	Its affiliates	8	I	1	1	1	.	I	I	1	1	. 1	1
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	staliila etI	9	1	. 1	. 1	1	1	I	I	1	1	1	1
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	ו. א. ד. ט. כ.	3	• 1	1	1	1	I	I	1	1	1	1	1
	Q.No. 138 If the idea of fixing a National Minimum Wage is to be accepted taking into account the replies to questions 134 to 137 earlier how is it to be worked out in practice?	. 2	1 Fixing a national minimum wage by first fixing different minimum wage levels on the basis of appropriate area-wise and employment-wise classification	2. We do not agree with this proposition of fixing a National Minimum Wage at this level.	3 Regional and sectoral consideration in all its aspects should be given due weightage.	4 In the absence of a National-Food-Policy to become self-sufficient this is not possi- ble and feasible.	5 It should be a phased programme beeping in view the prevailing conditions of Industry etc.	6 Some serious thinking is necessary as it is already delayed too much	7 Fixing a National Minimum Wage seems to be an impracticable one	8 By fixing a minium quantum for basic necessities per average family and to that by adding other amenities and then working out their value	9 By appointing a National Minimum Wage Standardization Committee or Expert Committee or left to experts	10 It has to be gradually aimed at by increasing production or National Minimum Wage fixed	11 The concept of minimum need based wage evolved by the Committee on Fair Wages should be the basic standard for the whole country
	Serial Number			-•			•	*				-	-

					TAE	LE No.	TABLE No. 4.247—(cond.)	contd.)							II-th-businessines different
1	2	8	4	5	9	. 7	8	6	10	11	12	13	14	15	91
12	National Minimum Wage is desirable but it should not become a maximum wage	1	· 4	1	ŀ	١	l	1	l	1	1	ĺ	I	ı	e I
13	National minimum wage should be worked out for three sectors i.e. agricultural unorganised and organised or all the sectors	1	1	1	- 1	I	1	1	1	i	1	ı	l	1	i
14	By multiplying the per capita at current prices by the number of in a family of maximum of 4 pe	7	7	, 1	1	' I	ı	I		1	l	ı	l	1	i
. 15		ı	١.	I	∞'-	ı	1	l	-	1	1	1	1 1	1 1	1 1
17	It should be fixed I should be co-related with the rate of: growth of the National income and industry's canadiv to pay	l (- 1	l į	۱ ا	-	l, I	1 [٦ ١	l į	1	1	ا	1	-
	It should be based on the nor by the 15th/16th Indian La ference	1	-	ı	ಣ	·	ı	I	1	ı	1	I	. 1	l	. 1
13	Fixing a National Minimun advantage for both employer	1	-	I	I	l	l	1	ı	1	1	1	l	ı	l
20	Fixing a national minimum wage seems to be impracticable whereas the concept of minimum need-based wage evolved by the committee on Fair Wages should be the basic standard for the whole country	1	. 1	ŧ	ŧ	ı	ı	1	1	f	1	1		ı	1
22	Should be based on need-based norms A National Minimum Wage of Rs. 25f should be fixed taking into account 1966 Index	1. 1	1 1.	1 1		l l	I I.	I I	1 1	1 1	1 1	1 1	<u> </u>		1 1
23	No comments	1	11	ı	ထ	-	-	l	4		io.	ı	.1	1	۵
	Total .	1	38	1	22	દ	2	-	6		ı,	-	85	1	26

TABLE No. 1.248
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		[atoT	23	97	of.	, ~	· 5		, 4	8	9	60	o	91
Others	ſ	slaubivibn I	22	1	ı	i	i	İ	-	1	67	1	0 =	ı
	} ;	Research and Other Institutions	21	-	i	I	4	١	2	<u> </u>	I	1	I	!
	ions	Small-size	8	1	١	!	J	l	i	1	1	-	1	ı
	Other Unions	Medium-size	61	1	" I	I	. 1	. !	ļ	I	I	i	1	9 1
ions	ਠ	Large-size	_ ≘	·	J	- 1	2	+		Ī	64	١	1	တ
Workers unions		snoinU sibnI IIA (siv-vrise)	11	ı	-	۱ ۱	1	-	·	1	!	١	ı	. 8
×		State/Regional Branches	91	i	. 1	Ì	-	ı	ı	ı	, .	ļ	က	စဂ
	l	enoinU sharT laman	15	ı	i	ı	I	I	ĺ	1	ļ	ı	1	-
8.		Other Associations	*	ı	١	1	9	J	16	-	I	ı	1	-
Employers	Associations	State/Regional Branches	13	ı	I	!	1	ļ	2	1	1	I	1	I
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Enterprises/undertakings	\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	Large-size	6	1	i	1	ro	I	4	- 1	I	ı	prof.	!
terprise		Co-operative	æ	. 1	i	1	1	I	2	1	1	ı	1	ı
- E		State-Sphere	7	1	1	1	00	-	4	Ì	1	-	1	-
	l	Central Sphere	9		6		21			ı	4	1	-	23
neat	State	Others (including Local Bodies)	5	1		1	-	I	٦	1	1	ı	1	ı
Government	State	moda.I	4	1	1	-	97	- 1	973	1	1		-	-
36	3 [latinaD :	နာ	1	1	ı	1	•••	, l _j	ı	1	1		-
		Q.No. 139: As between different regions in the country it is not only that prices of consumption goods vary, but the content of the minimum needs themselves can be different. How are these variations to be provided for in arriving at the National Minimum?	. 2	National Minimum must be fixed by first fixing the different minimum wage levels on the basis of appropriated areawise and employment-wise classification	National minimum should be that where the need-based Minimum Wage of the workman is maxintum		4 Regional differentials on a national minimum limit should be the basis of minimum wages for different regions .	5 The National Minimum should make provision for regional and climatic conditions	of fixing a nation is not a practica	7 Fixing of a national minimum is not possible in the absence of National Food. Policy	Minimum requirements of the human-beings should be the basis for working out the National Minimum	9 Yes, it can be one	10 The National minimum need hold good for the whole country, any regional difference being left to be tackled by the State Governments	11 The variations in the content of minimum needs may not be taken into account in arriving at the national minimum .
		Serial Number	-	_		67	₹′	•	-				-	-

23 524 23 \$ 1 1 28 22 18 83 1 21 1 1 2 5 2 Ξ 1 1 = 13 ーま 51 18 ا ه 15 17 18 # 9 N -1 15 1 1 53 \$ # ø 1 1 İ ı 23 2 2 N 1 Ξ œ 11 2 50 24 O 1 8 4 ١ ထ 25 45 18 74 9 1. 23 1 2 'n | 2 1 21 15 28 co. It is no use fixing a national minimum; it will have to be on regional basis and minimum requirements of human beings Fixation of national minimum wage will standardise the wage çost in the Industry These do not vary very much from region to region and hence no difficulty in arriving at the national minimum It can be done only when the economy is A portion of the wages may be given in Practice adopted by two Pay Commissions can be useful Variations may be provided in some form over and above the national minimum Variations in price and minimum needs For uniformity, some 'mean' may be By adoption of a scale of realities and It should be left to special committees of representatives of labour, employers, It is no use fixing a national minimum it will have to be on regional basis may be provided for in D. A. . relative to an All-India average . TOTAL fully stabilised No comments Govt. etc. . evolved 12 91 13 14 2 12 18 13 24 ಜ 23 21 22

TABLE No. 1.248—(contd.)

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.248

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Others .	19	I	84	-	61	-	17	1	prof	-		4	7
Paper & Paper Pulp	18	ı	ı	1	1	ı	-	. 1	1	1	1	1	I
Chemicals & Chemical Products	17	ı	ı	I	8	1	ı	1	1	ļ	1	ı	mi
Fertilizers	16	1	J	1	-	1	8	1	ı	ļ	ı	1	-
froquant riA	15	I	1	1	1	1	-	1	pane,	١	1	1	1
frequent back	14	ı	1	1	ຄ	ı	-	1	t	ı	1	ı	ı
rioqanarT liaH	13	ı	ı	1	. 1	ı	ı	1	1	ı	1	1	1
Banking	12	1	ı	1	-	I	1	1	1	1	1	ı	1
Oil extraction, Refining and Distribution	11	1	1	1	2	1	81	, 1	-	1	1	1	
Enginecting including Machine tools & Scientific instruments	10	. 1	Ί	1	4	-	4	. 1	-	1	1	1	-
Iron and Steel	6	· 	l	1	-	1	2	,1	1	ı	1	1	7
Cement	8	I	1	1	-	I	·.I	1	1	ŀ	1		1.
Baideildu's bas gaitairs	7	ı	1	i	1	1	m	1	1	I	I	1	1
solitzaT IIA.	9	ı	1	1	8	1	က	8	1	١	-	1	-
Sugar	2	ı	ı	1	က	1	1	1	. 1	ı	1	1	. 1
Mining including Coal Mining	4	ı	1	1	1	ı	က	٠	1	ı	1	I	8
enoitatual¶ IIA	60	I	1	ı	-	Į	1	ı	1	ļ	1	1	ı
Q.No. 139 :As between different regions in the country it is not only that prices of consumption goods vary, but the content of the minimum needs themselves can be different. How are these variations to be provided for in arriving at the National Minimum.	2	National Minimum must be fixed by first fixing the different minimum wage levels on the basis of appropriated area-wise and employment-wise classification.	National minimum should be that where the need-based Minimum Wage of the workmen is maximum.	The money denomination will have to be related to a common basket of purchase on a need-based approach .					Minimum requirements of the human beings should be the basis for working out the National minimum	9 Yes, it can be done	O The national minimum need hold good for the whole country, any regional difference being left to be tackled by the State Governments	1 The variations in the content of minimum needs may not be taken into account in arriving at the national minimum	2 It is no use fixing a national minimum, it will have to be on regional basis
Serial Number		-	87	ന	4	C	9	,	Φ	6	10	==	13

13 Variations may be provided in some form over and above the national minimum wage over and above the national minimum wage of values-relative to all All-India average in price and minimum needs may be provided for in D.A					TAB	TABLE No. 2-248—(contd.)	2.248—(contd.)											
- -	2	အ	4	3	9	7	8	6	01	11	12	13	14	15	16	17	18	61	20
- -	Variations may be provided in some form over and above the national minimum wage	ı	- 1	1	I	1	1	I	I	I	I	1	I	1	ı	I	1	. 1	1
- -	By adoption of a scale of values-relative to all All-India average	1	1	1	I	1	1	1	1	1	1	7	1	1	ı	1	ı	1	-
- 1 - <td>Variations in price and minimum needs may be provided for in D.A.</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>I</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>ı</td> <td>1</td> <td>ŀ</td> <td>1</td> <td>-</td> <td>-</td>	Variations in price and minimum needs may be provided for in D.A.	1	1	1	1	I	1	1	1	1	1	1	1	ı	1	ŀ	1	-	-
. , , , , , 6 3 7 13 2 $-$ 1 7 1 2 $-$ 8 $-$ 5 76 Total , 7 9 10 22 5 3 6 18 6 3 1 12 2 6 8 9 127	It can be done only when the economy is fully stabilised	1	-	1	1	1	Ţ	ı	1	ı	1	ı	1	1	-	1	, 1	I	7
. 7 9 10 22 5 3 6 18 6 3 1 12 2 6 8 5 127	No comments , , , ,	9	හ	7	13	7	1	-	7	-	7	1	8	[İ	ເດ	8	92	133
	Torat	7	6	01	22	r.	67	9	18	9	60	-	22	2	9	ω	87	127	248

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-248

Engineering including Machine broads & Scientific instruments broad & Scientific instruments broad Transction, Refining and continuous Reming and continuou	1		· 1	en 	
cools & Scientific instruments Distribution		1	l l	1	-
cools & Scientific instruments Oil extraction, Refining and Distribution Banking T	- I	1			
cools & Scientific instruments Oil extraction, Refining and Distribution	j 1			1	*****
Cools & Scientific instruments of Oil extraction, Refining and	1 ,			1	1
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	1 1	1	1 1	1.	
Cement	"	y-4		. 1	l
gnideildug & Publishing	1 1	1		ı	1
. All Textiles	=		۱ -	1	1
Tague S	1 1	1	1 1	1	1
Mining including Coal Mining	1 1	1	i l	1	l
enoitantal IIA w	თ	en e	۱ ۲	1	1
O.No. 139: As between different regions in the country it is not only that prices of consumption goods vary, but the content of the minimum needs themselves can be different. How are these variations to be provided for in arriving at the National Minimum? 1	crence being left to be tackled by the State Governments The variations in the content of minimum needs may not be taken into account in arriving at the National minimum .	arriving at the National minimum. It is no use fixing a National minimum;	It win mave to be on regional basis . For uniformity, some 'mean' may be evolved.	Variations in price and minimum needs may be provided for in D.A	Fixation of National Minimum wage will standardise the wage cost in the Industry.

	16	1	7	-	1	-	8	141
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	14	- 1	ı		.	1	73	gn .
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	10	1	1	I	İ	1	7	85
contd.)	6	1	-	1	. 1	į	7	ιΩ
TABLE No. 3.248-(contd.)	8	1	i	I	l	į	ı	-
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	5	ı	-	ı	i	I	8	2
	4	1	-	1	I	I	4	4
	3	1	I	I	1	i	9	12
		14 A portion of the wages may be given in kind	13 I nose do not vary very much from region o region and hence on difficulty in arriving at the National minimum	Practice adopted by two Pay Commissions can be useful	It should be left to Special Committees of representatives of labour, employers, Government, etc.	18 It is no use fixing a National minimum; it will have to be on regional basis and minimum requirements of human beings	19 No comments	Тотаг
in the second	1,	4.	CT CT			18	19	

												ł	1	69/TON
1	=	10	9	8	7	o,	S	4	ω	22		1	Serial Number	
	Fixation of National Minimum Wage will standardise the wage cost in the industry	Variations in price and minimum needs may be provided for in D.A	For uniformity some 'mean' may be evolved .	It is no use fixing a national minimum; it will have to be on regional basis.	The variations in the content of minimum needs may not be taken into account in arriving at the national minimum.	The national minimum need holds good for the whole country, any regional difference being left to be tackled by the State Governments	Yes, it can be done	Minimum requirements of the humán beings should be the basis for working out the National Minimum	The idea of fixing a national minimum wage itself is not a practical proposition.	Regional differentials on a national mini- mum limit should be the basis of minimum wages for different regions	National minimum must be fixed by first fixing the different minimum wage levels on the basis of appropriated area-wise and employment-wise classification	2	Q.139: As between different regions in the country it is not only that prices of consumption goods vary, but the content of minimum needs themselves can be different. How are these variations to be provided for in arriving at the National Minimum?	REPLIES TO
	l	ı	I	1	g-ma	1	l	ŀ	۱٠´	1	I	ယ	1. N. T. U. C.	THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS Central Trade Unions
	-	I	-	1	œ	-	-	22	1	-	post	4	Its affiliates	ESTION
	1	1	1	1	I	1	1	1	1	ľ	1	5	A. 1. T. U. C.	NAIRE
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	ļ	1	1	1	1 !	ŀ	ı	1	1	Ì		13	A. I. M. O.	
	1	I	1	1	1.2	1	1	Ľ	2 .	1	-	14	Its affiliates	Employers' Associations
	1	1	1	1	1	I	l	1	1	I	l	15	Council of Indian Employers	ssociations
											,		Its affiliates	

	,	,												
	60	4	5	9	7	8	6	10	11	12	13	14	15	91
12 These do not vary very much from region to region and hence no difficulty in arriving at the national minimum •	١	7	1	-	8	1	l		i	1	i	1	1	1
13 It can be done only when the economy is fully stabilised.	ı	I	ł	ŀ	ŀ	ı	I	1	I	1	ı	í	1	
14 It should be left to special committees of representatives of labour, employers, Govt. etc.	ł	I	ı	ŧ	1	-	I	ł	ı	ı	. 1	i	ł	j
· •	ı	19	I	18	1		-	ເກ	1	IJ	1	1.	gant	10
Totať .		88	ı	22	89	2	-	6	1	ın	1	೯೧	-	26

TABLE No. 4.248—(condt.)

TABLE No. 1-249
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Obertal National State of Engineers and Contract of Engineers and Cont			ပိ ုင်္ဂ	Government Departments	int a ts		Enterpi	rises/un	Enterprises/undertakings	જી		7	Employers Associations	2 m		Wor	Workers unions	ions		0	Others	
No. 140: No. 140: No. 140: Perintian are accurate placegasts in the Committee on Fair Wages? The Committee on Fair Wages Indian W				S	ate	{			å l	ivate	((}	}	l r		0	ther u	nions	anoi	}	_
Definitions are accuracyladequate	Serial Number	Q. No. 140: (a) Would you favour any change in the definition of minimum, fair and living wage given by the Committee on Fair Wages?	Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere						Other Associations/			anoinU sibul IIA		Medium-size	Small-size	Research and Other Instituti	slaubiviba I	
Definitions are accutate/adequate		2	3	4	5	9	7	8								17	18	19	20	21	22	23
Some changes are required. Some changes are required. Some changes are required. Some changes are required. These terminations are predicted meanings. The changes are required. These terminations are restorable by the centent between the changes are restorable by the centent between the changes of the centent between the changes of the centent between the centent between the changes of the centent between the centent by the co	1	are	1	85		15		1	2		1	1	8	1	2	1	2	ı	1	1	1	36
Some changes are necessary/some impro- These terms have no different meanings	7	No changes are required	2	1	67	28	æ	တ	7	2	_	ł	1 17		∢,	1	9	ł	ł	7	2	-
These terms have no different meanings	co.	Some changes are necessary/some improvements are required	l	-	i	2	=	ı	1	1	· 	1	1	-	1	-	8	ł	I	-	9 -4	
The definitions are rational but the minimum wages to some extent be related to productivity. Not necessary except to the extent that the upper limit of the worker all also include the family of the worker all also include the family of the worker all and the precision of the main on wage should be quarted to the main on the per capita income of the nation . Not necessary except that the upper limit of the worker in the per capita the upper limit of the worker in the per capita income of the nation . Not necessary except that the upper limit of the wage for the worker of the nation . Not necessary except that the upper limit of the wage for the worker of the nation . Not necessary except that the upper limit of the wage for the work of the nation . Not necessary except that the upper limit of the wage for the work of the nation . Not necessary except that the upper limit of the wage for the work of the nation . Not necessary except that the upper limit of the work of the nation . Not necessary except that the per capital that the context of the nation . Not necessary except that the per capital that the context of the nation . Not necessary except that the per capital that the	4		ı	ł	ı		1	1	-	1	· 	1	- .	1	1	2	-	ł	l	İ	ł	
Not necessary except to the extent that the three three indivious wages should also include the family of the worker	ιC		I	ł	1	-	1	1	1	1	l	-	1 2	- 1	ł	İ	1	I	1	ı	i	
Not necessary except that the upper limit of fair wages should not exceed ten times the per capita income of the nation of the n	9		1	i	I	1	1	1	1	ł	· 1	, 	l i		1	Ì		. 1	1	1	1	
Minimum wage should be equated to the need based. 1 1 5 2 5 1 1 Yes, Fair wage should be the wage for the work down and not influenced by National Income 1 1 1 2 1	7		1	1	1	1	1	1	1	ı	· 	' 	- 2	1	ł	1	ł	1	ı	1	1	
Ves, Fair wage should be the wage for the work done and not influenced by National Income The work done and not influenced by National Income The work done and not influenced by National Income The work done and not influenced by National Income The work done and not influenced by National Income The work done are theoretically sound but they have to be realistic in the context of the con	8		I	1	1	-	1	1	1	1	1	,	1		ιC		ĸ	1	j	ŀ	ł	
Definitions are theoretically sound but they have to be realistic in the context of concext of concext of concext of concext of concent cealities/capacity to pay . 2 1 - 1 - 2 - 1 - 2 - 1 - 1 Fair and living wages must be positively cand living wages is favoured, fair and living wages are only academic 1 1 - 1 - 1 - 1 It is a dynamic concept . Fair wage fixation should take the individual units' capacity to pay and not the centire industry 1	6		1	1	1	I	=	1	1	1	1	, I	1		. 1	1	1	I	1	1	1	
Fair and living wages must be positively — — — — — — — — — — — — — — — — — — —	2		2		1	1	1	. 1	8	I	1	-	1		1	I	2	1		İ	-	
While minimum wage is favoured, fair and living wages are only academic. — — — — — — — — — — — — — — — — — — —	11			ļ	1	I	1	1	I	1	i	' 	1	1	1	1	1	1			7	
It is a dynamic concept	12	While minimum wage is favoured, and living wages are only academic	1	İ	1	1	-	ı	I	1	1		} I	,	1 -	1 -	1 -	1	İ	1	1	
	Z 4		1	1 1	1	1 1	1	1 1		l I	I I	, , 			-	-	-	1 1	1 1	1 1	7	

2	ಬ	4	ĸ	9	7	∞	6	10	11	12	13	4	15	16	17	18	19	50	21	22
15 No wage can be called minimum wage																				
unless the price level is maintained	١	I	I	ŀ	-	I	i	1	1	1	İ	i	i	1	١	l	l	l	İ	l
It is difficult to define the minimum, fair and living wages	I	l	I	ļ	1	I	1	1	1	1	1	1	1	1	I	١	1	1	ı	1
This is for the Commission or experts to give the content to the three concepts .	I	ì	i	i	İ	١	1	ŀ	i	!	١	1	١	i	1	1	ı	1	1	
Minimum wage should be determined on regional basis and actual quantum based on local customs and prices of food, cloth and other essential commodities.	1 1	1	I	I	I	ı	1	1	1	1	1	-	1	1	1	1	1	1	1	1
Minimum wage must be given to all workers but fair wage would differ from industry to industry	1	1	I	-	I	1	ı	I	1	ļ	1	-	ı			l		l	ı	1
Fair wage should take into account clasticity of demand and impact of fixation of wages on economy	†	1	1	-	ı	ı	ı	1	l	l	I	ı	ı	1	1	I	1	ı	I	1
Definitions are accurate/adequate. Minimum wage should be equated to the need based	1	ı	I	1	i		ı	1	l		1	1	-,	1	1	. 1	1	1	1	ı
No comments	14	ĸ	13	25	30	_	12	6	t-mil	١	ľ	42	-	8	6	31	11	13	23	23
TOTAL	18	21	23	47	45	4	24	=	2	2	2	22	7	42	15	15	=	15	33	40 524

TABLE No. 1.249—(contd.)

TABLE No. 2-249

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Total	28	56	67	7	en	ın	67	-	· =	6	1	•	-	=
StatiO	61	16	25	1	-	'n	5	1	=	4	1.	-	-	1
Paper & Paper Pulp	18	1	ಣ	1	1	ŀ	1	. 1	1	1	I	1	I	.
Chemicals & Chemical Products	17	1		2	ŀ	1	1	1	1	1	1	1	1	1
Fertilizers	91	-	ಣ	1	-	l	1	1	1	1	1	1	1	1
roqenarT riA	15	-	1	1	Ţ	1	1	1	• 1	1	1	1	1	l
Fond Transport	14	1	1	ļ	1	1	1	1	1	. 1	=	ŀ	1	1
Fail Transport	13	1	_	1	1	1	1	1	1	1	1	1	1	1
\$anking	12	1	-	1	ļ	I	1	1	Ì	-	1	1	1	1
Oil extraction, Refining and Distribution	=	1	Ŋ	ŀ	1	1	1	1	1	1	1	1	1	1
Engineering including Machine tools and Scientific instru-	10	1	01	1	ţ	1	. 1	-	1	- 1	1	1	1	-
Iron and Steel	ę	1	97	1	-	1	1	ţ	1	1	1	, 1	1	ı
Cement	æ	1	7	-	1	1	1	1	1	-	1	1	1	1
gnidsildu Pas gninnirq	7	2	-	1	1	1	1	1	Ĭ	1	1	1	1	- I
solitzeTlA	9	1	S	ಣ	1		1	1	1	8	1	1	1	1
Sugar	5	1	*	. 1	1	1	İ	1	İ	1	1	1	1	ja.
Mining including Coal Mining	+	4	2	I	1	1	1	1	1	Ħ	1	1	1	1
All Plantations	8	1	-	=	1	1	1	1	1	1	١	1	į	1
Q. No. 140: (a) Would you favour any change in the definition of 'minimum', 'fair' and 'living' wage given by the Committee on Fair Wages?	2	Definitions are accurate/adequate.	No changes are required	Some changes are necessary/some improvements are necessary.	These terms have no different meanings when applied to wages	The definitions are rational but the mini- mum wages	Not necessary, except that the upper limit of fair wage should not exceed ten times the per capita income of the nation	Minimum wage should be equated to the need based.	Yes, Fair Wage should be the wage for the work done and not influenced by National Income	Definitions are theoretically sound but they have to be realistic in the context of economic realities/capacity to pay	While minimum wage is favoured, Fair and living wages are only academic	Fair wage fixation should take the individual units capacity to pay and not the entire industry's?	No wages can be called minimum wages unless the price level is maintained .	It is difficult to define the minimum fair and living wages
Serial Number	-	¥	5	က်	4	જ	ė,	7.	ထံ	တ်	0	11:	12.	<u>e</u>

- 4 5		e	4	ر ا	9 . 1	r .	ω	6	10	=	113	13	41	15	' i	16	16 17		1.
. 4	workers but fair wage would differ from industry to industry . Fair wage should take into account clasti-		l	ļ	1		1	1	1	1	1	1		1		1	1	·	1
•	city of demand and impact of fixation of wages on economy	I	1	I	I	I	I	I	I	I	1	ĺ	1	-	,	ı	1	 	1
17.	No comments	S.	2	9	12	2	1	67	4	7	-	J	10	J				+ -	0/ - 4 1
	Total	7	6	10	22	75	ಣ	9	18	9	en	1	12	2	9		8	8	8 3 127

TABLE No. 2.249—(contd.)

(REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-249

Total	91	٦,	=	4	ಣ	-	13	*	1	က	-	95	1
Others	15	€0 1	ი	က	1	I	9	2	1	-		99	88
Foad Transport	4.	\ -	-	1	ı	ı	1	1	ł	1	1	_	38
Transport	13	1	ı	-	- 1	4	ı	1	1	1	ı	2	3
Bridans	12	ı	l	1	-	1	-	I	ŀ	1	1	pur 4	3
Oil extraction, Refining and Distribution	11	۱ -			1	ŀ	I	1	\]	1	1	1	1
Enginecring including Machine tools & sloot	10	1	l	ı	1	I	1	-	I	1	!	. 2	3
lessid bas and Steel	6	1 -	-	ı	í	I	1	pany	ı	-	1	2	5 \
Cement	8	1	ı	l	-	1	1	I	1	1	1	ı	-
Bnintildu & Bnintirg	7	. 1	l	ļ	I	I	ı	ı	1	ı	1	-	1
All Textiles	9	١٥	N	J	-	gang	87)	1	1	1	I		15
16 g uS	5	J	1	J	1	1		1	-1	1	1	7	2
gainiM IsoD gaibulaai gainiM	4	I	J	1	1	I	1	I	1	I	1	*	4
enonatual4 llA	3	- 73	-	ı	I	1	2	1	1	-	1	9	12
O. No. 140: (a) Would you favour any change in the definition of 'minimum' fair and 'fiving wage given by the committee on Fair Wages?	. 7		Some changes are necessary/some im-	provements are necessary	These terms have no different meanings when applied to wages	Not necessary except to the extent that the minimum wage should also include the family of the worker	Minimum wage should be equated to the need based.	Definitions are theoretically sound but they have to be realistic in the context of economic realities/capacity to pay.	While minimum wage is favoured, Fair and living wages are only academic	It is a dynamic concept		No comments	Тотас
Serial Muniber		1	4 65	,	4	ιC	9	7	00	9	10	11	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATIONWISE **TABLE** No. 4-249

		!				Central Trade Unions	ade Unio	su.				Emplo	Employers Associations	tions	
Serial Number	O. No. 140: (a) Would you favour any change in the definition of 'minimum', 'fair' and 'living' wage given by the committee on Fair Wages?	I, N, T, U, C.	lts affiliates	א. ז. ז. ע. כ.	shailifla et I	.b .u .c.	Its sHillistes	.s. M. H	estailfile et l	B' M' '8'	entiling ter	O.I.M.O.	esteilile et l	Council of Indian Employers	Its affiliates
-	2	છ	4	5	9	7	eo	6	10	11	12	13	14	15	16
_	Definitions are accurate/adequate	1	1	ı	1	1	I	. 1	-						2
7	No changes are required	1	ಉ	1	7	_	-	1	-	1	1	I	-	1	2
ଫ	Some changes are necessary/some improvements are necessary	J	2	I	1	1	ı	ı	1	1	1	ı	1	1	64
4	These items have no differnt meanings .	ı	-	١	1	ı	1	1	-		ı	ļ	1	J	١
Ŋ	The definitions are rational but the minimum wages to some extent be related to productivity	. 1	ı	1	I	I	ı	I	1	1	ı	-	-	1	1
9	Not necessary except to the extent that the minimum wage should also include the family of the worker	I	∺	1	1	I	ı	ı	1	1	1	ı	I	1	j
7	Minimum wage should be equated to	-	11	1	ı	1	I	1	1	1	ı	ı	1	ı	1
©	Definitions are theoretically sound but they have to be realistic in the context of economic realities/capacity to pay	I	-	1	*	1	1	I	1	1	1	Ţ	1		2
Ф	It is a dynamic concept	1	2	1	ı	1	1	1	1	_	1	ı	j	ı	١
10	Fair wage should take into account elasticity of demand and impact of fixation of wages on economy	ľ	1	1	1	1	. 1	ļ	l	I	ļ	I	I	I	-
=======================================	Definitions are accurate/adequate. Minimum wage should be equated to the need based	I	1	1	. 1	-	ı	1	1	l	I	I	ı	I	٠ ا
12	No comments	I	17		61	1			9	1	ıC	1	=	1	6
	TOTAL	1	8 8	1	22	613	2	-	6	1	r.		•0	1	26

TABLE No. 1 250
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

TOT 160		Gove	Government Departments		En	Enterprises/undertakings	/underr	akings			Employers Associations	yers		Ē.	Workers Unions	Union	\$ 0		Others	6	
	O. No. : 140		State					Private	lte				[Other	T Unions	(al) .		(.
Serial Number		Central	uoded	Others (including Local Bodies)	Central Sphere	State-Sphere Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations Other Organisations	Central Trade Unions	State/Regional Branches	anoinU aibul [[A] (seiw-yrieubul)	Large-size	Mcdium-size	Small-size	Research and Other Institution	slaubivibn I	LatoT
-	2	೯೧	4	5 6		7 8	6	10	11	12	13	11	15	16	17 ·	82	61	8	12	22	23
-	Concept of living wage in the Constitution could have been the minimum wage defined by Fair Wages Committee.	1	1	1 5		ı	1	ı	1	1	1	87	1	J		1				-	9
64	It could have been the concept of flexible living wage consistent with the needs of the worken and the state of economy.	84	60	- 10			-	1.	ı	1	j		ı		14	Î	ı	l	ı	. 1	2 4
හ	Bare minimum wage inclusive of various essentials of life	-	,	1	, !		. [ĺ	1	1	1	1	1		- 1	ı	1			1	, 6
4	Same as defined by Fair Wages Committee	part	en 1	ļ	.5		တ	١	-	1	Ī	. ~	1		1	#1	ı			ļ	, £
ĸ	Is a goal to be achieved over a period of years varying with the changing conditions,	1	', 1	ا			1	1	ı	J	Í	١	ı	í	-	1	1	i	- 1	-	,
	It is vague concept like others	1	' 1	ı		!	1	j	Í	Í	1	-	j	ı	1	1	ı	ļ	ı	. ,	, 6
7	It should cover Articles 39 to 43 of the Constitution		1	1		 _	1	ļ	j	J	ļ	. 1	-	. 🕶	. 4	4	ł	ı	ı	· ,	4 55
ω	It is an elastic proposition (and cannot be computed in money) and would vary from time to time	ı	, ,	. I	1		I	1	1	ĺ	Í	. 8	-	:4	1	~	ા	.1	I	er)	2
6	Beyond the fair wage		I	i i	ı	1	1	1	ļ	١	ļ	ļ	7	4		ı	1	1	ĺ	, ,	4
10	It is the ideal wage		' 1	1	1	1	-	1	1	1	I	60	-	j	į	ļ	ı	1	-		
11	The present definition is appropriate .	ı	-		l		1	1	1	1	I	j	1	ı	I	1	ı	ļ	-	ı	, en
12	It is beyond the fair wage representing the comfort or the decency level .	,	, I	1		ا	1	1	I	ł	ŀ	j	l	-4	ı	j	ı	Į	1	ı	5
13	It should be appropriately defined .	1	1	· [1	1	J	1	1.	1	•	-	ı	ı	ļ	ļ	1	1			~
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TABLE NO. 2-250

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

	Total	8	8	12	-	13	67	-	8	•	, v	~	~	-	84		- 5	193	248
	Others	19	2	6	1	ıO	, on	-	-	1	2	ŀ	-	-	1		- ;	101	127
	Paper & Paper Pulp	18	I	ŀ	1	-	1	I	1	ı	ı	ı	1	ı	ŀ		1 9	7	3
	Chemicals & Chemical Products	11	ı	1	ı	ı	ſ	ı	1	-	1	1	ł	ı	64		1	2	8
	Fertilizers	16	1		ı	-	-1	1	i	1	1	ı	ł	1	ı		1 .	<u>بر</u>	9
	troquarT niA	15	ı	ı	1	64	1	1	j	1	1	1.	.	ı	1		ı	.	2
	Road Transport	14	1	1	. 1	ı	ı	ļ	1	1	ı	ı	1	į	ł		:	71	12
	Fail Transport	13	1	1	1	ı	ı	1	1	1	1	ı	1	1	ı		ı	,	-
	gnizinsA	12	1	.1	ı	i	ı	1	ŀ	-	i	ı	ļ	1	ı		۱ ۹	7	80
	Oil extraction, Refining and Distribution	11	1	, 1	1	I		1	ŀ	1	-	1	1	ı	1		•	2	9
	Engineering including Machine tools & Scientific instruments	10	ļ	1	1		j	ļ	1		1	ı	ł	1	1		5	10	18
	Iron and Steel	6	-	. 1	I	-	ı	ļ	ł	1	1	1	1	ļ	1		•	4	9
	Gement	8 0	1		I		į	1	-	I	1	1	1	ļ	1		ı	ı	63
	gnideildu bas gnitnir	7	2	ı	ļ		j	1	I	I	ì	1	1	Ţ	I		١٩	7	S.
	All Textiles	9	1	1	1	ł	1	1	1	ł	-	1	1	I	I		8	21	22
-	Sugar	5	I	1		ł	1	1	1	1	1	I	I,	ļ	I		4	თ	22
	Mining Including Coal Mining	4	1	ŀ	I	1	1	1	1		-	-	1	ļ	ı		1	r.	6
-	anoitainal¶ IlA	85	1		1	1	ı	ı	1	1	1	I	1	l	´.1		۱ ،	٥	7
	Q. No. 140: (a) Would you favour any change in the definition of 'minimum', 'fair' and 'living' wage given by the Committee on Fair Wages? (b) What in your opinion could have been the concept of 'living wage' referred to in the constitution? (Appendix X) (Reply to part (b) only)	1 2	1 Concept of living wage in the Gonstitution could have been the minimum wage defined by Fair Wages Committee	2 It could have been the concept of flexible living wage consistent with the needs of the workers and the state of economy.	3 Bare minimum wage inclusive of various essentials of life.	4 Same as defined by Fair Wages Committee	5 Is a goal to be achieved over a period of years varying with the changing conditions	6 It is a vague concept like others.	7 It should cover Articles 39 to 43 of the Constitution	8 It is an elastic proposition (and cannot be computed in money) and would vary from time to time	9 It is the ideal wage	10 The present definition is appropriate .	11 It is beyond the fair wage representing the comfort or the decency level			ninimum social needs and measure of insurance against misfortune fand old	age	· · · · · · · · · · · · · · · · · · ·	Total .,
1								1											1

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-250

· fstoT	16	-	ю	1	11	64	ຫ	-	944	116	14.
Others	15	_	-	-	ĸ	-	-	•	1	11	88
Foad Transport	14	1	ı	; I	-		ľ		` a,	7	60
Fansport lisA	13	I	ı	ı	ı	ı	-	1	ž.	7	æ
g nising .	12	· I	I	ı	1	J	ì	ļ	1	. 2	8 0
Oil extraction, Refining and Distribution	11	Ţ	I	ı	I	1	ı	1	1	1	-
Engineering including Machine tools & Scientific instruments	10	1	ı	ļ	1	1	1	l	. 1	6 9	en .
less from and Steel	. 6	1	-	ı	ļ	1	-	1	ı	60	5
Cement	8	1	1	=	ı	I	ı	I	1	ı	-
Priving & Publishing	7	ļ	I	. 1	1	ļ	ļ	1	1	-	1
səlirsəT IIA	9	ļ	***	ı	64	. 1	I	J	ı	12	15
Sugar	5	Ţ	I	I	ļ	I	I	I	. 1	7	2
Mining including Coal Mining	4	ı	I	ı	1	. 1	ļ	ļ	ı	4	4
enoinging IIA	8	l	2	1	8	I	١	1	·	\$	12
Q. No. 140: (a) Would you favour any change in the definition of 'minimum', 'fair and 'living' wage given by the Committee on Fair Wages? (b) What in your opinion could have been the concept of 'living wage' referred to in the Constitution? (Appendix X) (Reply to part (b) only)	2	It could have been the concept of flexible living wage consistent with the need of workers and the state of economy	Same as defined by the Fair Wages Committee	Is a goal to be achieved over a period of years varying with the changing conditions	It should cover Articles 39 to 43 of the Constitution	It is an elastic proposition (and cannot be computed in money) and would vary from time to time	Beyond the fair wage.	It is the ideal wage	It is beyond the fair wage representing the comfort or the decency level	No comments	Torat
Serial Mumber	-	-	N	•	4	·G	9	7	∞ .	O)	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-259

						Central 7	Central Trade Unions	ions				Empl	Employers' Associations	ciations	-
Serial Number	 Q. No. 140: (a) Would you favour any change in the definition of 'minimum' fair' and 'living' wage given by the Committee on Fair Wages? (b) What in your opinion could have been the concept of living wage referred to in the Constitution (Appendix X) (Reply to part (b) only) 	ו, א, ד. ט. כ.	estailfine et I	א. ז. ד. ט. כ.	estalifike est	D. T. U. C.	·-esseifflis est	'S 'W 'H	टाइसीमें हार	B. M. S.	entalifika et I	A. I. M. O.	estailiffia et I	Council of Indian Employers	sotalifika stl
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7	of living uld hav incd by have be ng wage the wo		1	. 1	1 1	: 1	1 1	: 	. 1 1	_ i _ I		! !	- I	1 !	1 -
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4 u	is a goal to be achieved over a period of years varying with the changing conditions	1	-	1	; ; 1	1	1	, i		I	1	1	. 1	Θ 1	1
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o 10	It is beyond the fair wage representing the comfort or the decency level. It could be the expression of fair wage rather than of the real living wage.	. 1 1	-		1 <u>į</u>		1 1		. 1 1		1, 1	1 1	1 1	1 1	:
=	No comments	1 -	24	-	21	- 67	84 8	_	ω σ				2 60		7 P

TABLE No. 1-251 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		Ĺ	מם	Government Departments State	# # e		Interpris	pan/sod	Enterprises/undertakings Private	, [g		Employers Associations	tions			*	Workers Unions Other Unions	Unions	su.	Others	
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	Yes, existing wage structure should not be disturbed 1 1 1	*	- * 1 . 1	* 1			1	1	-	i	١	İ	-		' 	1	1	1	1	1	*
	Procedure laid down under Minimum Wages Act should be strictly followed. — — — —			 	!		İ	• •	1	I	1	1	ı	1	' 	1	1	1	1	***	-
	We do not advocate frequent revision of wages as it increases disputes (i.e., only periodical wage revision) 1 — 1	1	1 - 1		-		1	1	1	1	١	1	84	Ī	. 1	, 1	1	l	I	1	+
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	50% of basic wages must be paid as dear- ness allowarne	1 1 1	1	1	1		!	1	1	i	1	ļ	1	1	1	1	۱ م	•	1	-	. *

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15	Wage rates should be stable enough to sustain minor fluctuations	ı	ı	ı	1	1	ı	1	1	· 1		1	. •	1	1	1	1	1	. !	1		بذ
91	It will be better to shift the base year and then allow DA to be continued.	1	١	ŀ	-	ŀ	ĺ	ĺ	-	·		1	7	1	1	ı			1	1		_
17	While linking DA to cost of living index, productivity and the capacity of the industry to pay should also be taken into account	1	1	1	1	1	1	1	-		1	1	*	i İ	1	i i	1	1		1		
18	Wages may remain constant but needs may be provided at subsidised rates from fair price alops	1	1	1	1	-	1	ı	1	ŀ	1	1		1	1	1	_	'	1	1	,	
19	Whenever restrictions are there on selling price—there should be a wage freeze; wherever restrictions on selling price are not there—DA should be linked to cost of living	1	1	Ł	1	1	ĺ	-	1	·	I	1		. 1	'	' 1	1		, 1	. 1	,	. 🗕
20	By linking of 'DA to cost of living' index, wage revision can itself be averted normally; providing for DA separately to absorb price changes		1	ŀ	1	ŀ	ŀ		ŀ	1	1	-	-	1	1	1	i					67
21	Protection of real wage is absolutely necessary since Government have failed to check price rise; stabilise price and revise wages provide a separate component for changes		1	: 1	-	1	1		1		·	1	-	! !	1	1	1	1	1	1		67
22	Protection of real wage is absolutely necessary since Government have failed to check price rise; DA should be considered as part of wages.	ŀ	ı	1	1	1	1	ı	1	· 1	-	i	ı	1	i i	1	· ·	1	1			~
23	Increase in productivity is the first thing to be aimed in order to stabilise price; Protection of real wage is absolutely necessary since Government have failed to check price rise	1	1	1	T	ŀ	1	1	1		ŀ	ı	-	r 1	' 1	'	1	'	' '			
24	It will be better to make payment in kind and avoid allowance	I	ŀ	l	ı	-	ı	1	1		1	ı	1	1	1	' 	r	1		1	_	8
25	Wages should be fixed at 1960 level of living index	1	I	ŀ	. 1	I	1	1	ı	1	1	1]	1	-	-1	1	'		'. '	1	-
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REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2-251

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	O. No. 141: (a) Considering the need for protecting real wage, how should one provide for revision of wage rates for changes in the price level?	1 2	1 Increase in productivity is the first thing to be aimed in order to stabilize price.	2 By linking of D. A. to cost of living index, wage revision can itself be averted normally.	3 Protection of real wage is absolutely necessary since Government have failed to check price rise, on the basis of overall income policy.	4 Stabilise price and revise wages provide a separate component for changes if any.	5 D.A. should be considered as part of the Wages	6 Yes . 4 4 6 6 6	7 Not necessary	8 Wages should be linked directly to the price index.	9 Providing for D. A. separately to absorb price changes	10 Yes, existing wage structure should not be distrubed.	 We do not advocate frequent revision of wages as it increases disputes (i.e., only pe- riodical weage revision) 	12 Unless the price remains constant, real wage cannot be protected :	13 Wage rates should be stable enough to sustain minor fluctuations	14 It will be better to shift the base year and then allow D.A. to be continued.	15. Whie linking D. A. to cost of lving index, productivity and the capacity of the industry to pay should also be taken into account.
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	It will be better to make payment in kind and avoid allowance. No. comments.	TOTAL
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TABLE No. 3-251

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTAIBUTION OF RESPONDENTS (UNIONS)

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1 2	I By linking of D. A. to cost of living index, wage revision can itself be averted normally.	2 Protection of real wage is absolutely necessary since Govt, have failed to check price rise, on the basis of overall income policy.	3 Stabilise price and revise wages provide a separate component for changes if any.	4 D.A. should be considered as part of the wares	•	hould be linked dire	7 Providing for D. A. separately to absorb price changes	8 Unless the price remains constant, real wage cannot be protected.	9 50% of basic wages must be paid as dearness allowance. 10 Wages may remain constant but needs may	be provided at subsidized rates from fair price shops.			Supply of essential commodities sidized rates in stead of revising D.	No comments.	Total
	2 3 4 5 6 7 8 9 10 11 12 13 14 15	By linking of D. A. to cost of living index, wage revision can itself be averted normally. 3 4 5 6 7 8 9 10 11 12 13 14 15 By linking of D. A. to cost of living index, wage revision can itself be averted normally. 5 4 - 1 - 1 1 1 18	By linking of D. A. to cost of living index, wage revision can itself be averted normally. Protection of real wage is absolutely necessary since Govt, have failed to check price rive, on the basis of overall income	By linking of D. A. to cost of living index, wage revision can itself be averted norwage revision can itself be averted norwage revision can itself be averted norwage revision can itself be averted norwage. From ally. From the basis of overall income cessary since Govt, have failed to check price rise, on the basis of overall income policy. Stabilise price and revise wages provide a separate component for changes if any.	By linking of D. A. to cost of living index, wage revision can itself be averted normally. 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REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE **TABLE No. 4-251**

ced for protects, how should sion of wages/ changes in the Ci is a should be averted normal and of overall income is e wages provide to changes, if any changes, if any changes, if any constant, real wage co		,				٥	Central Trade Unions	ade Union	STO			[Emplo	Employers Associations	ations	ſ
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Protection of real wage is absolutely necespary since Government have failed to check price rise, on the basis of overall income policy Stabilise price and revise wages provide a separate component for changes, if any D. A. should be considered as part of wages Wages should be inked directly to the price index Providing for D. A. separately to absorb price changes Unless prices remain constant, real wage cannot be protected Wage rates should be stable enough to sustain minor fluctuations Wage rates should be stable enough to sustain minor fluctuations By linking D.A. to cost of living index, wage revision can itself be averted normally providing for D. A. separately to absorb price changes	64	By linking D. A. to cost of living index, wage revision can itself be averted normally.	.	12	I	9	1	ı	ı	2	ı	I	ı	-	ı	9
Stabilise price and revise wages provide a separate component for changes, if any D. A. should be considered as part of wages wages bould be inked directly to the price index. Providing for D. A. separately to absorb price changes Unless prices remain constant, real wage cannot be protected Wage rates should be stable enough to sustain minor fluctuations By linking D.A. to cost of living index, wage revision can itself be averted normally providing for D. A. separately to absorb price changes	67	Protection of real wage is absolutely necessary since Government have failed to check price rise, on the basis of overall income policy	I	1	I		ı	1		I	i	I		1	1	I
Wages should be considered as part of Yes. Yes. Wages should be linked directly to the price index Providing for D. A. separately to absorb price changes Unless prices remain constant, real wage cannot be protected Wage rates should be stable enough to sustain minor fluctuations By linking D.A. to cost of living index, wage revision can itself be averted normally providing for D. A. separately to absorb price changes	4	Stabilise price and revise wages provide a separate component for changes, if any	1	1	I	I	I	1	ı	-	-	I	ı	1	ı	I
Wages should be linked directly to the price index Providing for D. A. separately to absorb price changes Unless prices remain constant, real wage cannot be protected Wage rates should be stable enough to wustain minor fluctuations By linking D.A. to cost of living index, wage revision can itself be averted normally providing for D. A. separately to absorb price changes	ιດ .	D. A. should be considered as part of wages	I	I	I	I	1	I	1	-	I	ı	I	ı	ı	I
Wages should be linked directly to the price index Providing for D. A. separately to absorb price changes Unless prices remain constant, real wage cannot be protected Wage rates should be stable enough to sustain minor fluctuations By linking D.A. to cost of living index, wage revision can itself be averted normally providing for D. A. separately to absorb price changes	9	Yes	1	-	ı	ı	ı	ı	1	-	1	I	ì	I	ı	-
Providing for D. A. separately to absorb price changes Unless prices remain constant, real wage cannot be protected Wage rates should be stable enough to sustain minor fluctuations By linking D.A. to cost of living index, wage revision can itself be averted normally providing for D. A. separately to absorb price changes	7	Wages should be linked directly to the price index	I	, ,,,,	I	1	1	.1	1	1	١	I	I	ı	I	-
	8	Providing for D. A. separately to absorb price changes	I	. 😄	I	7	m		1	_	I	I	I	ı	-	Ŋ
	6 .		I	1	1	त्रल	1	I	1	I	ı	ı	I	I	I	-
	10	Wage rates should be stable enough sustain minor fluctuations	I		I	1	I	1	I	×	I	I	I	Ι,	I	maj.
	=		1	1	1	1	. [l	1		I	ı	· I		1	-

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	13	ŀ	t	1 1	-
	12	l	ı	م ا	5
	11	ı	I	1 1	-
	10	ŀ	ı	2. 1	6
£)	6	ı	sent	1 1	-
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TABLE No. 4.251—(contd.)	7	i	ŧ	1 1	8
TABLE	9	١	t	1 ~	22
	5	١	ŧ	1 1	
	4	ı	ŀ	16	38
	ຄ		I	11	_
	2	Protection of real wage is absolutely necessary since Government have failed to check price rise; stabilise price and revise wages provide a separate component for changes	13 Protection of real wage is absolutely necessary since Government have failed to check price rise; D. A. should be considered a part of wages	14 Wages should be fixed at 1960 level of living index	TOTAL .
	-	21	13	14 15	·

TABLE No. 1-252 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		OA	Government	ents .	l	Ente	Enterprises/undertakings	indertal	kings	ſ	Associ	Employers Associations	ſ	×	Workers unions	nions		(°	Others	1
Serial Number	 Q. No. 141: (a) Considering the need for protecting real wage, how should one provide for revision of wages/wage rates for changes in price level? (b) Should this be by revision of the wage itself or by a provision of the wage itself or by a provision of a separate component to absorb price changes? (Reply to part (b) only) 	Central	Nabour Calculation	Racod Buibuloni erotho Bodies)	Оспата Бристе	State Sphere	Со-орегание	Large-size	₩ sziz-muibəM	Szie-llam?	Central Organisations State/Regional Branches	Other Associations/	Organisations Central Trade Unions	State/Regional Branches	snoinU sibnI [[A] (seiw-yrstubnI)	Large-size	Medium-size	Small-size	Research and Other Institutions	elaubivibaI	
-	8	3	4	ĸ	9	7	8	6	10	11 1	12 1	13 14	15	16	17	18	19	20	21	ឌ	
-	It should be done by a separate pre	ς.	14	7	45	21	64	7	-	1		31	1	23	7	12	85	2	7	12	
64	Should be by revision of the wage it-	ł	1	ţ	8		Į	1	'	1	1	4.		8	-	-	ļ	I	-	-	
ø	75% of the average rate of amount paid for the previous two years to absorb price changes may be merged with the basic wage and 25% as a separate component	1	-	· .		I	ļ	-	· !	i	!								-3-		
**	vision and provi	6	. 6	1	ď	-	ļ	•	-			c		-	•	-	1	, -	•	1	
2	D. A. should not be a separate co	1	,	ļ	,	}	}		•	! 	1	vi I	l	-		→	Į	→	7	l	
9	Procedure laid down under the Mini- mun Wages Act be followed				-	1 1	1	· '	• 1	1 1	1	ر ا		ະກ	}	-	ı	1	1	- -	
7		1	- 1	1	-			, ,	, ; 1	;		, .					,			۱ -	
80	A certain percentage of high variable cost of living allowance or variable D.A. should be merged into the new wage structure	ļ	I	, 1	6	ŧ	1	-	1	1	-	-	-	ļ		-				-	
6		1	1	ļ	~	-	ł		-	1	۱, ۰	**	-	1	1	•	1			- 2	
01		I	ļ	ļ	1	84	ı	-	1			~	ł	ł	I	8	-	.	1	-	
12	D. A. itself should be abolished I.eft to the capacity of the concern to	ļ	ļ	ļ	ļ	ļ	ļ		1	-	1,		-	1	ļ	ţ	ı	1	l	ļ	
52	pay	13	es	16	16	1 61	1 84	· =	1 8		1 1	. 33		13	6	1 88	Ιœ	2	1 82	21	1 232
	Total	18	21	23	#	45	4	24	=	2 2	2 2	84	7	45	15	51	=	15	38	40 524	

KEPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) **TABLE No. 2·252**

Total	20	109	. 1	gard.	ဆ	-	*	. rv .	6	7	-	-	&	248
Others	19	51	4.	1	රේ	¢O.	7	ಣ	ς,	ιΩ	-	1	. 20	121
Paper & Paper Pulp	18	m	1	1	ł	1	1	İ	}	ł	I	I	} .	80
Chemicals & Chemical Products	17	ຕ	1	gares.	1	1		1	7	1	ł	1		8
Fertilizers	91	9	ŧ	1	ı	1	ł	1	1	ŧ	ł		1	9
roqenerT riA	15	2	i	1	ł	1	}	1	l	İ	ı	1	İ	2
Transport baoM	41	9	1	İ	1	ł	-	1	1	1	1	1	ر م <u>،</u>	12
Rail Transport	13	-	1	1	ł	}	1	1	١	1	.[1	1	-
Banking	12	_	1	1	***	1	1	1	١	}	ļ	I		en
Oil extraction, Refining and Distribution	11	က	1	ı	-	.1	- 1	•	1	1	ł	1	•#	9
Engineering including Machine tools and Scientificinstru ments	10	=	: 1	i	7	ı	I	-	1	-	I	l	4	81
Iron and Steel	6	67	1	I		ţ	1	1	1	I	i	.	7	9
Cement	8	2	1	1	1	ł	I	1	1	1	1	. 1	-	85
Rainfaildu'd bas gaitairt	7	1		Í	1	2	1	. 1	1	1	1	1	7	5
All Textiles	9	7		1	i	,	1	1	-	l	ı		=	22
Sugar	5	8	,	1	į	1	İ	1	1	1	ł	1	7	10
Mining including Coal Mining	4	L.	, 1	1	ł		1	yung		1	ı	1	,1	6
enoisenses IIA	33	6	7	1	İ	ł	ı	1	ı	ı	ı	1	4	7
(a) Considering the need for protecting real wage, how should one provide for revision of wages/wage rates for changes in price level? (b) Should this beby revision of the wage itself or by a provision of a separate component to absorb price changes? (Reply to part (b) only)	1 2		1 It should be done by a separate provision 2 Should be done through wage revision .	3 75% of the average rate of amount paid for the previous two years to absorb price change, may be merged with the basic wage and 25% as a separate component	4 Both by revision and providing for a separate component depending upon circumstances.	5 D.A. should not be a separate component	6 Wages need not be revised but price and D.A. should be linked	7 A certain percentage of high variable cost of living allowance or variable D. A. should be merged into the new wage structure	8 It is a complicated question	9 It should be by providing needs at sub- sidised rates.	10 D. A. itself should be abolished	11 Left to the ability of the concern to pay	12 No comments	Total .

REPLIFS TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-252

Total	16	59	4	4	4		84	67	141
отрека	15	37	ຕ	, page	ന	-		\$	88
Road Transport	14	-		. 1	1	I	, i		er.
Pail Transport	13	1	ł	***	1	I	Ţ		33
Banking	12	2	1	1	ł	I	i		80
Oil extraction, Refining and Distribution	11	-		1	ł	I	l	ı	
Engineering including Machine tools & Scientific instruments	10	١	1	. 1	1	I	١	ന	80
Iron and Steel	6	2	-	1	1	1	1	2	. 25
Cement	8	1	ı	1	1	. 1	1	1	-
Printing & Publishing	7	1	1	1	1	ı	1		-
All Textiles	9	7	1	-	-	1	1	9	15
Sugar	ະຕ	1	ı	1	1	1	1	2	2
Mining including Coal Mining	*	1	1	Ì	1	1	ł	4	4
All Plantations	3	7	l	-	1	1	I	4	12
Q. No. 141: (a) Considering the need for protecting real wage, how should one provide for revision of wages/wage rates for changes in price level? (b) Should this be by revision of the wage itself or by a provision of a separate component to absorb price changes? (Reply to part (b) only)	. 2	I Should be done by a separate provision .	2 Should be by revision of the wage .	3 Both by revision and providing for a component depending upon the circumstances	4 D. A. should not be a separate component	5 A certain percentage of high variable cost of living allowance or variable D. A. should be merged into the new wage structure	6 It should be by providing needs at subsidized rates	7 No comments	TOTAL .

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-252

Its affiliates	16	16	-	-	1	1	1	-	1 6	26
Council of Indian Employers	15	1	1	1	ı	1	1	- 1	1.1	1
estailina et I	14	1	1	- 1	· I	I	1		1 1	m
A. I. M. O.	13	1	ı	l	-	1	. 1	-	1 1	-
entilia et I	12	1	ı	1	ı	1	1	I	l ro	r.
В. М. S.	11	1	ı	1		1	1	1		1
entilita et I	10	က	-	1	1		1	ı	- 2	6
ж. ж. н	6	1	1	. 1	1	1	I	1	1 1	1
Its affiliates	8	-	1	1	1	1	1	ļ	١ -	2
.b.u.r.u.	7	ຄ	1	1	1	1	1	1	.	en
lst affiliates	9	14	1	1	1	-	1	i	9 ا	22
.D.U.T.1,A	25	ı	1	1	1	ļ	1	1	1 1	1
Its affiliates	4	19	1	1	1	ı	1	1	1 61	38
Г. И. Т. И. С.	8	-	1	1	1	1	1	i	1.1	-
Q.No. 141: (a) Considering the need for protecting real wage, how should one provide for revision of wages/wage rates for changes in price level? (b) Should this be by revision of the wage itself or by a provision of a separate component to absorb price changes? (Reply to part (b) only)	2	1 It should be done by a separate provision	2 Should be done by the revision of the wage	3 75% of the average rate of amount paid for the previous two years to absorb price changes may be merged with the basic wage and 25% as a separate component	4 Both by revision and providing for a separate component depending upon the circumstances.	5 D. A. should not be a separate component	6 A certain percentage of high variable cost of living allowance or variable D.A. should be merged into the new wage structure	e by providi	eft to the al ty .	Total .
	I. N. T. U. C. Its affiliates A. I. T. U. C. U. T. U. C. U. T. U. C. Its affiliates B. M. S. B. M. S. Its affiliates Its affiliates Its affiliates Ouncil of Indian Employers Council of Indian Employers	Q. No. 141: (a) Considering the need for protecting real wage, how should one provide for revision of wages, how should one provide for revision of wages, how should one provide for revision of wages, how should one provide for revision of wages, how should one provide for revision of wages, how provide for revision of wages, how should one wage itself or by a provision of a separate component to absorb price (C) is a component to a com	Q.No. 141: (a) Considering the need for protecting retained for protecting retained for protecting provide for revision of wages, how along the wage rates for changes in price level? (b) Should this be by revision of the wage component to absorb price (C) (c) Should this be by revision of the wage component to absorb price (C) (d) Should this be by revision of the wage component to absorb price (C) (d) Should this be by revision of the wage component to absorb price (C) (d) Should this be by revision of the wage component to absorb price (C) (d) Should this be by revision of the wage (C) (d) Should this be by revision of the wage (C) (d) Should this be by revision of the wage (C) (d) Should this be by revision of the wage (C) (d) Should this be by revision of the wage (C) (d) Should this be by revision of the wage (C) (d) Should this be by revision of the wage (C) (d) Should this be by revision of the wage (C) (e) Should this be by revision of the wage (C) (e) Should this be by revision of the wage (C) (e) Should this be by revision of the wage (C) (f) Should this be by revision of the wage (C) (g)	Q. No. 141: (a) Considering the need for protecting regards age, how should not provide one provide one wages, how should be done by a separate provision of the wage. (b) Should be done by a separate provision (c) Should be done by a separate provision (a) Considering the need for protecting rates for changes? (b) Should be done by a separate provision (c) Constant of the wage rates for changes? (c) Constant of the wage rates for changes? (d) Constant of the wage rates for changes and the wage rates for changes are changes and the wage rates for changes and the wage rates for changes and the wage rates for changes are changes and the wage rates for changes are changes and the wage rates for changes and the wage rates for changes are changes and the wage rates for changes and the wage rates for changes and the wage rates for changes and the wage rates for changes and the wage rates for changes and the wage rates for changes and the wage rates for changes and the wage rates for changes and the wage rates for changes and the wage rates for changes and the wage rat	Q. No. 141: (a) Considering the need for protecting real ways, how should one provide for revision of wages, how should one real ways. How should one provide for revision of the wage of rates for changes in price levels. (b) Should this be by revision of the wage of a separate compound the wage and should this be by revision of the wage of the wage and should be done by a separate provision of the wage of the wage and should be done by the revision of the wage and should be done by the revision of the wage and should be done by the revision of the wage of the previous two years to absorb price wage and 35% as a separate component of the wage and 35% as a separate componen	(a) Considering the need for protecting real wage, how about one to about provide for receiving the need for protecting real wage, how about one was a special component to the wage included wage included the wa	(a) Considering the need for protecting real wage, how aboutd once provide for the resiston of wage, how aboutd once rates for changes in price feed? (b) Should this be by revision of the wage included by Should this be by revision of the wage included by Should this be by revision of the wage included by a separate provision of a separate provision of a separate provision of a separate provision of the wage are are are are always. (Reply to part (b) only) It should be done by a separate provision of the wage are are are are always. Should be done by the revision of the wage are are are are always. It should be done by the revision of the wage are are are are always. Should be done by the revision of the wage are are are are always. The wage are are are are always are always price are are are always are are are are are always. Both by revision and providing for a separate component depending upon the a separate component depending upon the are are are are are are are are are ar	(a) Considering the need for protecting real wages, how should one provide for revision of wagest/wage and the wages in principle for the states for changes in principle for the wages in principle for the wages in principle for the wages in principle for the wages in principle for the wages in principle for the wages in the foreign of the wages in the foreign of the wages in the wages of wages in the wages of wages in the wages in	O. No. 141: (a) Considering the need for protecting real wage, how about one provide for relation of wagelwage real wage, how about one provide for the relation of wagelwage real wage, how the wage interfered by a revision of a separate component to absorb price dealers. (Reply to part (t) only) 2	(b) Considering the need for protecting read was a fine of the protecting for a fine of the protecting for a fine of the protecting for the resistance of the was a fine of the protecting of the was a fine of the protecting of the was a fine of th

	OF RESPONDENTS
TABLE No. 1'233	REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

1	(LatoT	83	43	177	9	944d	7	-	8	-	-	-	270	524
Others		sl s ubivibal	ឌ	22	2	-	1	1		1	1	l		3 6	9
0	inoit	Research and Other Institu	21	4	4	1	1	ı	1	1	ł	I	1	72	33
		Small-size	20	1	4	1	I	I	1	ł	1	1	1	11	15
a yt	r wnions	Medium-size	19	1	84	ı	1	1	1	į	1	1	l	ø,	=
union	Odber	Large-size	18	1	18	1	1	-	1	-	I	-	I	30	51
Workers unions		anoinU gibnI IIA (Industry-wise)	17	1	7	I	-	1	F	1	1	ı	I	7	15
*		State/Regional Branches	16	-	21	I	-	1	-	1	I	ŀ	1	19	24
		entral Trade Unions	15	-	ιΩ	1	-	1	I	I	1	ŀ	1	1	7
r a		Other Associations/ Sanisations	14	12	24.	-	. =	. 1	ı	1	1	ŀ	١	46	84
Employers Association		State/Regional Branches	. 13	-	1	1	-	1	1	I	1	1	1	1	2
A.s.		Central Organisations	12	-	1	1	1	1	F	ı	1	ı	I	-	2
	ا پي	- szis-llam2	11	1	-	. 1	ĺ	ı	1	l	1	I	1	-	2
akings	Private	Medium-size	10	-	. 8	1	. 1	i	F	I	1	I	-	∞	=
undert		Large-size	6	*	თ	1	***	1	1	I	1	I	1	10	24
Enterprises/undertakings		Go-operative	8	2	-	1	1	I	1	1	1	ł	-	-	4
Ente		State Sphere	7	5	13	8	8	c.	ŀ	1	1	ı	l	20	45
	Į .	Central Sphere	9	7	88	ć,	ł	ę	1	→.	-	1.	-	21	7.4
nt ots	State	Others (including Local	5		673	1	-	1	1	1	1	1	i	18	23
Government Departments	S .	nodal.	4	*	13	1	-	ŀ	ı	I	1	1	I	es.	21
తిద	l	Central .	60	1	8	1	-	I	1	1	1	1	١	14	18
		O. No. 142: (a) In view of the prevalence of several methods to provide for the payment of a separate allowance to meet changes in cost of living, is it feasible to apply any one system on a uniform basis?	. 2 .	1 No one single system can be uniformly applied.	2 Yes, by linking D.A. to cost of living Index	3 Depends upon the prevailing conditions and left to employers and workers	4 Yes, the system of high cost of living allowance be linked to the working class cost of living index for the locality/region	5 Yes, by providing needs at concessional rates/fixed rates	6 Payment of money per point for every month is a feasible system	7 By paying a portion of wages in kind .	8 Food-grain system would be the most appropriate	9 Separate allowance should normally be discouraged	10 By linking D.A. to cost of living index and by providing needs at concessional	mag.	Тотаг

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.253

-	LatoT	20	33	88	ιΩ	5	9		108	248
	Others	19	15	35	Ŋ	හ	41		1 63	127
	Paper & Paper Pulp	18	-	~	I	ı	11	I	-	6
	Chemicals & Chemicals Products	17	-	က	1	1	-	l	6.0	8
	Fertilizers	16	2	က	l	1	11	l	1 -	9
	JroqenarT riA	15		-	1	l	11	l	. 11	2
	Foad Transport	14	I	5	l	I	11	1	1 "	12
	Fail Transport	13	I		1	1	11	1	11	-
	Banking	12			I	l	11	l	1 -	60
	Oil extraction, Refining and Distribution	=	i	ເຄ	I		11	i	1 62	9
	Engineering including Machine tools and Scientific instruments	10	က	12	i	I	1.1	l	1 60	18
	Iron and Steel	6	2	ಣ	l		11	ł	-	9
	Cement	8		2	l	1	11	i	1-1	8
	Znideildu'T bas ZnibairT	7	,	8	l	1	11	l	8	5
	estiles	9	2	6	į	-	11	1	10	22
	Sugar	5	e	prod	I	. 1	1	l	. 1 %	10
	. Mining including Coal Mining	4		Ŋ	l	l	84	l	1 2	6
•	enoitatnel¶ IIA	3			l	١	11	l	9 ا	7
	Q.No. 142; (a) In view of the prevalence of several methods to provide for the payment of a separate allowance to meet changes in cost of living, is it feasible to apply any one system on a uniform basis?	2	No one single system can be uniformly applied	Yes, by linking D. A. to cost of living index	Depends upon the prevailing conditions and left to employers and workers	Yes, the system of high cost of living allowance be linked to the working class cost of living index for the locality/region	Yes, by providing needs at concessional fixed rates. By paying a portion of wages in kind.	Food-grain system would be the most appropriate.	By linking D.A. to cost of living index and by providing needs at concessional/ fixed rates. No comments	Total .
	Q. No. 142; (a); In view of methods to p a separate all in cost of liviant in cost of liviant any one syst		No one single applied	2 Yes, by linkin index	3 Depends upon and left to em	4 Yes, the system lowance be lin cost of living i region	5 Yes, by provid /fixed rates. 6 By paying a p	7 Food-grain syl appropriate.	By linking D./ and by provid fixed rates.	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) **TABLE No. 3-253**

LatoT	16	. 2	57		က	-		-	2/9	141
Others	15	5	30		7	-	-	-	52	88
Foad Transport	14	4	1	I	ı	l	1	ł	2	.60
froquari liaA	13	4	8	1	I	***	I	I	-	en .
Banking	12	Ì	61		1	1	1	1	-	က
Oil extraction, Refining and Distribution	11	ŧ	-		1	ĺ	1	I	İ	1
Engineering including Machine tools & Scientific instruments	10	and the second	_		1	į	١	1	2	89
Iron and Steel	6	ŧ	87		Paperson	1	-	Į.	7	5
Cement	8	-	-		1	į	1	l	İ	-
Printing & Publishing	. 7	1	İ		1	İ	1	İ		1
All Textiles	9	I	10			l	, 1	Į	4	15
Sugar	5		Ì	:	İ	I	1	ı	7	2
Mining including Ceal Mining	4	I	I		1	1	1	ł	4	4
Plantations	3	i I	1	ri _s	İ	Ì	1	1	'n	12
O.No. 142: (a) In vicw of the prevalence of sversal methods to provide for the payment of a separate allowance to meet changes in cost of living, is it feasible to apply any one system on a uniform basis?	2		2 Yes, by linking D.A. to cost of living index	3 Yes, the system of high cost of living allow- ance be linked to the working class cost	of living index for the locality/region .	Yes, by providing needs at concessional/ fixed rates	5 By paying a portion of wages in kind	6 Separate allowance should normally be discouraged	7 No comments • • • •	TOTAL

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-W ISE TABLE No. 4-253

					Central Trade Unions	ade Unio	វាន				Employers Associations	ssociations	
O. No. 142: (a) In view of the prevalence of several nethods to provide for the payment of a separate allowance to meet changes in cost of living, is it feasible to apply any one system on a uniform hasis?	L'N,T,U,G,	Ita affiliates	A. I. T. U. C.	safilia et I	יט, ד. ט. ס.	Tra sfillis tes	H, M., S.,	B, M, S,	Its affiliates	,O,M.I.A	estailiffa et I	Council of Indian Employer	Itą stilliates
	67	4	5	9	1	89	91 6	11	12	13	14	15	16
No one single system can be uniformly applied				-	-					1	2		9
Yes, by linking D. A. to cost of living index	****	22	1	13	2	1	1 3	l	1	ı	ŧ	i	12
Yes, the system of high cost of living allows ance should be linked to the working class cost of living index for the locality/region	1		. 1		. ,1	i	1	-	1	1	1	I	. 1
•	I	15	ı	ဆ	1		(4)	1	πĊ	1	I	-	\$
	-	38		22	87	2	1 9	1	5	-	3	1	26

TABLE No. 1-254
REPLIES TO THE QUESTIONNAIRE-CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Government Enterprises/ Employers Departments undertakings Associations State Private
Others (including Local Bodies) Central Sphere State Sphere Co-operative Large-size Medium-size Small-size
5 6 7 8 9 10 11
6 2 - 2 1 -
5 23 13 3 8 2 -
13 1
1
1 1
1 1 1 1
1 · 1 · 1 · 1 · 1
1 1 1 1 1 1 1

	23	65	2	***	=	288	524
	22		l	l	1	27	\$
	21	l	,	I	l	27	33
	20	1	1	1	- 1	11	15
	19	1	I	I	1	6	=
	81		ı	l	1	31	51
	17	1	l	I	1	7	15
	91		1	1.	1	18	42
	15	1	1	l	1	1	7
	14	I	-	l	1	45	42
	13	I	I	l	l		2
	12	I	I	l	1	2	2
ud.)	111	I	1	1	l	7	2
TABLE No. 1-254-(contd.)	10	١	I		1	7	=
o. 1·25	6		j	1	1	12	24
ILE N	œ	١	1	1	ŀ	,1	4
TAE	7	1	1	1	l	27	45
	9	1	I	I	-	22	74
	5	١				18	23
	4	١	I	-	l	ς,	18 21 23
	6	1	1	1	1	16	81
	2	13 Payment of a portion of wages in kind	14 The present state of economy demands wages and price freeze	15 Linking of D.A. with cost of living and slab system as applicable to Central Government employees	16 Linking of D. A. with cost of living index taking into account regional conditions .	17 No comments	TOTAL
	-	£1	#	13	16	17	

119

248

77 7 7

TABLE No. 2.254

	Others	19	7.	61	13	H	en	1	4	-	-	ent	ĺ			89	127
	Paper & Paper Pulp	81	ı	1	ı	l	Ī	Poli	1	1	١	1	1	1 1		83	- -
	Chemicals & Chemicals Products	17	1	73	1	. 1	****	ļ	Ī	ł	ı	Ĭ	****	11		4	∞
	Fertilizers	91	. [ıΩ	ı		1	Berry	1	1	ı	Ĭ	1	11		-	9
ERS)	troqens:T tiA	15	ı	,	1	1	No.	-	l	1	1	ļ	į]		1	7
PLOY	Hoad Transport	14	1	ιÖ	l	ı	1	1	1	. 1	l	¥		11		1	12
S (EDA	Rall Transport	13	1	>= <	1	ı	j		1	. 1	1			1 1		1	-
DENT	Banking	12	1	l	-	ı	- 1	_	1	1	. 1		İ	11			65
RESPONDENTS (EMPLOYERS)	Oil extraction, Refining and	11	I	4	1		ı	***************************************	ì	. 1	ļ		I			cv	9
ON OF	Engineering including Machine to to the stramments	10	1	6	. 1	¥m4	l	8	ı	-	-	. 1	-	11		u")	92
UBUT	Iron and Steel	6	. =	4		į	1	l	1	1	Ī	Ĭ	ì	11		prof.	9
E DIST	Cement .	8	-		ì	1	I	ì	l	ŀ	ı	ı	į	11			en ,
RY—WIS	Znidzildu'T bas ZnitnirA	7	1	2	1	1	ľ	l	**	Ĭ	*	1	Merchan	11		ଶ	io.
TSUCE	All Textiles	9	. 1	=	}	1		1	1	P. Williams	para	1	1.	1 1		13	22
ONNAIRE—INDUSTRY.—WISE DISTRIBUTION OF	Sugar	r,		4	!	l	Ì	l	ı	1	-		and the same of	11		9	01
	Mining including Cosl Mining	4		2	ı	=	Visited	1	84	d-see	1	1	**********	America America		64	6
CUES	anoisanta IIA	65		proté	i	ŀ		İ	l	***************************************	١	l	1	A STATE OF THE STA		9	1
REPLIES TO THE QUESTI	Q.No. 142: (a) In view of the prevalence of several methods to provide for the payment of a stparate allowance to meet changes in oas to fliving is it feasible to apply any one system on a uniform basis? (b) Which system would be most appropriate? (Reply to part (b) only)	1 . 2	Present system of a separate allowance is suitable	2 Linking of B.A. with cost of living index	3 Slab system as is applicable to Central Government employees	4 Asystem in which allowances like house rent, city compensatory etc. are merged with D. A.	5 Depends upon the circumstances and need which should be decided upon between workers and employers	6 A system in which there will be only two components, basic wage and D.A.	7 A system which takes into account re- gional conditions	3 Through wage revision or one consoli- dated wage system	9 Fixation of emoluments for 3 years is advocated.	10 System of cost of living index based on the family budget enquiries of 1960 is appropriate	11 Payment of a portion of wages in kind	12 The present state of economy derrands wage and price freeze	13 Inking of D.A. with cost of living index taking into account regional condition	14 No coraments	TOTAL
	74.1.1.0	Į.		•	•		•					Series .	~		****		

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

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erachO	15	. 643	26	-	æ	*4*	and a	1	52	88
Programmer T broff	7.	-	-	ı	. 1	ı	***************************************	ŀ	61	85
riogenarT liaA	13	and the same of th	-	l	I	ı	-	***************************************	-	3
gaislas I	12	, a	7		ı	ı	1	i	-	ಕಾ
Dis extraction, Refining and Distribution	11	l	-	l	ļ	I	***	1	1	1
Engineering including Machine tools & Scientific instruments	10	ada, pip		1	I	I	1	1	77	೯
Iron and Steel	6	l	7	l	l	ı	1		24	5
Cement	8	1	-	4	1	·	!	1	I	-
nickildus & nitritas,	7	I	I	1	I	I	!	ì	-	
· səlinxə'T' İlA	9	I	10	I	1	=	-		4	15
Sugar	5	l	I	1	I	1	1	1	61	. 2
BainiM IsoD gaibuloni gainiM	4	1	ļ	ı		1	I	1	4	*
snoitstasta IIA	8	-	4		l	લ	1	-	ιC	12
O. No. 142: (a) In view of the prevelance of several methods for the payment of a separate allowance to meet changes in cost of living is it feasible to apply any one system on a un form basis? (b) Which system could be most appropriate? (Reply to part (b) only)	2	Present system of a separate allowance is suitable	Linking of D.A. with cost of living index	A system which takes into account regional conditions	Through wage revision or one consolidated wage system.	Point by point and month hy month computation of D.A.	System of cost of living index based on the family budget enquiries of 1960 is appropriate	Payment of a portion of wages in kind .	No comments	TOTAL
Serial Number	-	-	8	eo	4	ĸ	9	7	œ	

	(Central	Central Trade Unions	Unions			_		Employers Associations	ssociation	
Q. No. 142: (a) In view of the prevalence of several methods to provide for the payment a separate allowance to meet changes in cost of living, is it feasible to apply any one system on a uniform basis? (b) Which system would be most appropriate? (Reply to part (b) only)	veral cont a apply iis?	is affiliates	A. I? T. U. G.	Its siffiliates	ט. ד. ט. כ.	estellilis tes	's 'м' н	ensilins all	.г. м. з.	its affiliates	A. I. M. O.	to affiliates	Council of Indian Employers	
1 2	3	4	5	9	7	8	6	92		12	13	14	15	1
l Present system of a separate allowance is suitable	ice is	1	1	64	1	i '	1.	, 6	ı	I	1	•	i	
2 Linking or D.A. with cost of living index .	dex .	11	l	2	67)	_	_	N	1	١	1	-4	İ	
3 Depends upon the circumstances and need which should be decided upon between workers and employers	need ween	I	I	1	i	ı	i	1	١	١	. 1	1	i	
4 A system in which there will be only two components. basic wage and D. A.	y two	i	i	i	1	ı	1	'n	. 1	I	i	١	ı	
5 A system which takes into account re- gional conditions.	٤. ٤.	1	i	Ì	į	, 1	i	1	1	1	i	-	١	
6 Thoug: wage revision or one consolidated wage system	lidat-	١	i	i	ı	1		I	-	1		İ	1.	
7 Point by point and month by month computation of D. A.	com-	9	i	i	i	i	. 1	į	ı	i	i		İ	
8 Fixation of emoluments for 3 years is ad-	is ad-	İ	١	ļ		İ	ı	i	ı	1	1	1	1	
9 No Comments	1	15	-	-	ı	-	1	ဖ	 	10	-	-	- -	
Total	-	\$	1	Z	97	2	٠	6	1	3	1	6	-	1

TABLE No. 1-255
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		IstoT	23	72	25 25 25 25	4	41	ري 1.	· «	275	524
Others	S	elaubivibal	22	5.	ا ي	,,,,,,	Ì	1 -	- }	78	\$
O	enoitutii	Research and Other Ins	21	-	9 -	1	1	1	1 1	25	88
	ions	Small-size	20	1 '	7 7	i	ì	ı	1 1	11	15
52	Other Unions	Medium-size	19	_	1 1	1	1	1	1 I	10	=
union	اة (Large-size	18	9	ပ အ	1	2	1	1 1	প্র	51
Workers unions		anoinU sibul IIA (seiw-yrtenbul)	12	4	-	1	1	1 .	- 1	6	15
>	<u> </u>	State/Regional Branches	16	9	2 °	1	2	1	1 1	21	42
	l	Sentral Trade Unions	15	-	7 -	ı		1 '	-	-	7
ers ons		Other Associations/ Sequencia Sequence	14	15	9 E	1	2	2	۱ -	45	48
Employers Associations	{	State/Regional Brer ches	13		۱ -	1	ł	. 1	1	-	7
I A		Central Organizations	12	1		ł		1.	1 1	-	2
17		sais-llam?	=	1	1 -	1	İ	1		-	2
Enterprises/Undertakit.g	Private	Medium-size	2	-		1	1	1	- 1	7	=
/Under	} \	Large-size	6	4	4 %	5	1	1	1 1	=	24
rprises		Solvania de la competatione	8	2		1	ì	1	j i	-	4
Ept		State Sphere	7	2	17	, 1	જ	i	1	20	45
	(Gentral Sphere	9	24	17	. 1	1	2	- 5	20	74
nment	State	Other (including Locs Bodies)	r.	-	2 6	-	1	1		18	23
Government Departments	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	TuodaJ	4	80	4 G	, -	7	-	- 1	દર	21
	į.	Lentral	₆	-	1	1	١	١	-	16	82
	Q. No. 143 :	(a) If a system in which dearness allowance adjusted to changes in cost of living is favoured:—which index number viz., (i) All india, (ii) regional, or (iii) local should be preferred?	1 , 2	1 All India		Locat. Preferably local, if that is not available then only regional	5 Depending upon the nature of industry or circumstances, it can be any one of three.	6 Regional or it can be any one of the three depending upon the nature of industry and circumstances	7 All India and regional		Тотаг

TABLE No. 2-255

	Into T	20	48	43	32	2	7	4 8 3 104 104 104 104 104 104 104 104 104 104	248
	eradiO.	19	25	21	14	ı	9	1 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	127
	Paper & Paper Pulp	18	-	7	-	ı	1		ဗ
	Chemicals & Chemical Products	17	ı	4	_	-	1	1110	80
	Fertilizers	16	1	-	-	i	1	7 7	9
ERS)	170qzns1T 1iA	15	-	_	ļ	I	ļ	111	2
(PLO)	JroqenerT, baoA	41	-	_	-	ı	+=	∞	12
rs (En	rangonarT liaA	13] . '	_	ı	i	1	, , , ,	-
DEN	Banking	12	8	ı	ļ	ļ	}	111-	န
ESPO	Oil extraction, Refining and Distribution	=	I	ı		=	, 1	-110	9
AIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)	Engineering including Machine tools Scientific instruments	10	5	4	7	ļ	ļ	-	18
IBUTIO	Iron and Steel	6	2	7	ļ	ļ	ļ	1118	9
or z zzz g distr	Cement	8	2	-	١.	ı	ļ		က
RY-WISE D	gninkildu'd bas gairaird	7	ı	ļ	673	ļ		7 6	S.
INDUST	səlixəT l[A	9	2	2	7	=	. 1	1 6	22
AIRE—	Sugar	3	8	İ		ļ	ı	1119	10
TIONN	Mining Including Coal Mining	4	2	60	ಣ	ļ	I	-	6
e Ques	enoitetness liA	3	2	I	ļ	l	ļ	اای	7
REPLIES TO THE QUESTIONN	O. No. 143: (a) If a system in which dearness allowance adjusted to changes in cost of living is favoured: which index number viz., (i) All India, (ii) Regional, or (iii) local should be preferred?	2 2	1 All India	2 Regional	3 Local,	4 Preferably local, if that is not available then only regional	5 Depending upon the nature of industry or circumstances, it can be any one of the three.	6 Regional or it can be any one of the three depending upon the nature of industry and circumstances 7 All India and Regional 8 All India and Loc: 1 9 No comments	Torat

TABLE No. 3-255

	Total	16	81	21	14	107	2	18	141
	erochiO	15	9	16	9		· -	53	88
	troquarT baoM	14		-		1	ł	2	85
IONS)	Fail Transport	13	-	i	1	_	. 1		က
ENTS (UN	Banking	12	-	ı	i	I	i	2	3
RESPOND	Oil extraction, Refining and Distribution	=		I	I	~	!	1	
rion of	enidasM gnibulani gniraenign sinamurtsni afitneias & sloot	10	į	i	-	1	ı	24	80
STRIBUT	feet Steel	6	2	1	I	1	1	က	. 22
AISE DI	летьО	8	i	 .	1	1	-	1	-
USTRY-1	Printing & Publishing	7	-	1	i	1	i	-	-
E—INDI	estiles	9	-	-	ςς	-	t	~	15
ONNAIR	Sugar	. 5	İ	1	1	I	i	7	2
QUESTIC	Mining including Coal Mining	4	1	-	.	1	ı	4	4
O THE	enoissinal¶ IIA	3	67	ಕಾ	2	1	ı	4	12
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)	Q.No. 143:(a) If a system in which dearness allowance adjusted to changes in cost of living is tavoured, which index number viz., (i) All India/(ii) Regional, or (iii) local should be preferred?	, 2	All India	Regional	Local.	Depending upon the nature of industry or circumstances it can be only one of the three	All India and regional	No comments	TOTAL
	Scrisl Number	-	-	2	60	4	5	9	

255
io. 4.
LE P
TABL

3m Associations	Employers	Its affiliates Council of Indian	14 15 16	9		2	- 		- I	1	1	1 — 9	3 1 26
- {	_	A, I, M, O.	13	1	1	I	1 .,	1	1	1	ļ	1	_
	-	Its affiliates	12	I	I	I		I	. 1	I	: · 	ī.	5
		B, M, S.	11	1	1	I	1	1	<u> </u>	I	1	1"	-
	J	lts affiliates	10	I	2	2	1	-	. 1	I	I	4	, 6 ,
Unions			6	I	I	1	1	1	i 1	ı	Ι	1	-
Trade		Its affiliates	8	1	****	1	I	1	1	1	I	1	2
Centra		л. т. u, с.	7	1	-	1	1	ł	1		1	1	3
		Its affiliates	9	-	7	2	l	-	1	I	I	111	22
	1	A. I. T. U. C.	5	I	1	I	1	I	. 1	1	I	1	. 1
l		Its affiliates	4	13	8	3	1	-	Ì	-	I	91	38
1	{	л. и. т. и. с.	3	-	1	١	I	1	1	1		1	-
	•	O. No. 143: (a) If a system in which dearness allowance adjusted to changes in cost of living is favoured: which index number viz., (i) All India, (ii) regional, or (iii) logarized abound be preferred?	2	1 All India	2 Regional	3 Local	4 Preferably local, if that is not available then only regional	5 Depending upon the nature of industry or circumstances, it can be any one of the three	6 Regional or it can be any one of the three depending upon the nature of industry and circumstances	7. All India and regional	8 All India and local	9 No comments	Тотас
	Central Trade Unions Em Associations	Bm	O. No. 143: (a) If a system in which dearness allowance adjusted to changes in cost of living and be preferred? O. No. 143: (a) If a system in which dearness allowance adjusted to changes in cost of living and living in cost of living and li	Q.No. 143:(a) If a system in which dear- ness allowance adjusted to changes in cost of living is favoured. which index number of living is favoured. which index number of living is favoured. which index number of living is favoured. Which is favoured. Which index number of living is favoured. Which is favoured. Which is favoured. Which is favoured. Which is favoured. Which is favoured. Which is favoured. Which is favoured. Which is favoured. Which is favoured. Which is favoured. Which is favoured. Which is favoured. Which is favoured. Which is favoured. Which is favoure	O. No. 143: (a) If a system in which dear- ness allowance adjusted to changes in cost of living is favoured: which index number atz., (i) All India, (ii) regional, or (iii) lo- cal should be preferred? T. F. F. F. F. F. F. F. F. F. F. F. F. F.	O. No. 143: (a) If a system in which dear- notes allowance adjusted to changes in cost of living is favoured; which index number viz., (i) All India, (ii) regional, or (iii) 10- cal should be preferred? 2	Central Trade Unions Q.No. 143; a) If a system in which dearmed to changes in cost of living is favoured; which index much of changes in cost of living is favoured; which index much of changes in cost of ching is favoured; which index much of changes in cost of ching is favoured; which index much incompanies at the cost of ching is favoured; which index much incompanies in cost of ching is favoured; which index much incompanies in cost of ching is favoured; which index much incompanies in cost of ching is favoured; which index ching is favoured; which is favour	O.No. 149:(a) If a system in which dear- for salion and dearence adjusted to changes in cost of living is favoured; which deare the changes in cost of living is favoured; which deare the changes in cost of living is favoured; which deare the changes in cost of living is favoured; which deare the changes in cost of living is favoured; with deare the changes in cost of living is favoured; with dearence of living in cost of living is favoured; with dearence of living in cost of living is favoured; with dearence of living in cost of living is favoured; with dearence of living in cost of living is favoured; with dearence of living in cost of living is favoured; with dearence of living in cost of living is favoured; with dearence of living in cost of living is favoured; living in cost of living in cost of living is living in cost of living in cost of living is living in cost of living in cost of living in cost of living is living in cost of living in cost of living in cost of living is living in cost of living in cost of living in cost of living is living in cost of living in cost	O. No. 148: (a) If a system in which deared and the system in which deared and the system in which deared and the system in which deared and the system in which deared and the system in which deared and the system in which deared are since all should be preferred? O. No. 148: (a) If a system in which deared are since a system in which deared are since a system in which deared are since a system in which deared are since a system in which deared are since a system in the sy	O. No. 143:(a) If a system in which dear-ness allowance allowance allowance allowance allowance allowance allowance in which dear-ness allowance allowance allowance with the control of the state of the control of the	O. No. 143:(a) If a system in which dear- ness allowance adjusted to charge in coat of living is favoured; which in the system in which dear- ness, (b) All India, (ii) regional, or (iii) lo- cal abound be preferred? All India a. 2 All India a. 2 3 4 5 6 7 7 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8 8	O. No. 1481(a) If a system in which desirates already to charges in core of the first in the charges in core of the first in core of the first increase. All India as to core of the first increase o	Contral Trade Unions Contral Trade Unions

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	שכ	Government Departments	at ts	E .	terprise	s/Under	Enterprises/Undertakings		Emp	Employers Associations			Worke	Workers Unions	a		Others	r
Q.No. 143:		State	l [r			ا م	Private	ر ر	Į	{	l r			Other	er Unions	\ { g {	*rroit	(
 (a) If a system in which dearness allowanced adjusted to changes in cost of living is favoured:(a) Which index number viz., (i) All India, (ii) regional, or (iii) local should be preferred? (b) What should be the frequency at which revision should be made—monthly/quarterly/half-yearly, etc.? (Reply to part (b) only) 	Central	Labour Others (including Local	Others (including Local Bodies) Central Sphere	State-Sphere	So-operative	Large-size	Sziz-muibəM	Small-size	Central Organisations State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	enoinU sibul IIA (seiw-yrteubal)	Large-size	Medium-size	Small-size	Research and Other Institu	< slaubivib⊓I
	3	4 5	9	7	8	6	10	11 I	12 13	3 14	15	16	17	18	1	20	2.1	22
Monthly		2	2	1	-	ŀ	1			۶	Z	6	2	8	1	1	· I	2
Quarterly	1	5 1	6	S	ı	8	_	1	l	. 21	. 1	2	જ	8	1	_	4	Ŋ
Half-yearly	-	7	15	8	١	80	2	_	2	19	-	I	I	2	ı	_	ı	2
No revision for short-term fluctuations .	I	1	٥,	-	ı	1	I	1	1	-	ı	I	1	1	ı	1	1	1
Revision should be affected only when the fluctuation is fairly long say 12 months	l	- 1	12	-	1	1	1	1	1	-	I	ı	İ	1	ı	1	1	1
Whenever the index increases by 10 points.	1	1	1	1	-	1	1	1	1	1	1	1	I	1	ı	1.	1	ı
Yearly	I	1 2	9	ស	-	2		1	_	=	I	ı	ļ	-	ľ	1	ı	_
As recommended by the Das Commission	ı	1	2	1	i	1	1	1	-	1	1	1	ļ	1		1	1	ı
There should be nothing hard and fast about it since price change in India has been so much unpredictable.	1	2	l	1	ŀ	ŀ	1	1	1	1	ŀ	1	1	1	F	1	1	_
Whenever there is a major change in the price index	-		. 5	-	1	1	1	1	1		I	I	1	1	I	1	1	1
Frequency should be automatic and over a period of 3 months based on the rise or fall of the cost of living index	1	1		1	1	1	· 	' 	1	1	1	1	1	1	1	1	1	1
It should be monthly for workers and quarterly in case of employees	1		1	1	١	. 1	1	· 		1	1	I	ı	-	ı	1	1	1
Stability should be given to living costs by reviewing wages every five years	1		1	1	I	١	i	' 	1	-	I	ŀ	.1	1	1	1	1	1
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May be left to parties concerned																		

TABLE No. 1-256

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	2	16 As recommended by Gajendragadkar Commission	17 Both quarterly and half-yearly depending upon the circumstances	18 Both half-yearly and yearly depending upon the circumstances	19 No comments	Total
	-	16	17	18	61	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2-256

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Others	19	60		22	m	- 2	!	5	2	4		']	2	. G.D.	1		1 1	57	127
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Mining including Coal Mining	4	1	i	ıc	1	1		"	,	1	1	1	1	1	1	١	1		6
All Plantations	3	1	1	1	i	1		ہ ا	, 1	J	i	-	1.	1	1	1	1	4	7
Q. No. 143: (a) If a system in which dearness allowance adjusted to changes in cost of living stavoured: which index number z.c., (i) All India, (ii) regional or (iii) local should be preferred? (b) What should be the frequency at which revision should be mademonth y/quarterly/half-yearly, ctc? (Reply to part (b) only)	2	1 Monthly	2 Quarterly		4 No revision for short-term fluctuations	5 Revision should be made only when the fluctuation is fairly long say 12 months.		points	As recommended	9 Whenever there is a major change in the price index			2 Every two years	3 May be left to the parties concerned.	4 As recommended by Gajendragadkar Commission	5 Both quarterly and half-yearly depending upon the circumstances			Total
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REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.256

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Sugar	5	1	1	1	1	1	I	1	8	77
Mining including Coal Mining	4	1	١	1	1	1	1	1	*	4
snotisations	3	3	2	1		1	1	1	ະດ	12
Q. No. 143: (a) If a system in which dearness allowance adjusted to changes in cost of living is favoured: which index number viz. (i) All India, (ii) regional, or (iii) local, should be preferred? (b) What should be the frequency at which revision should be made—monthly/quarterly/half-yearly etc.? (Reply to part (b) only)	2	1 Monthly	2 Quarterly	3 Half-yearly	4 Yearly	5 It should be monthly for workers and quarterly in case of employees	6 May be left to parties concerned	7 Both quarterly and half-yearly depending upon the circumstances	8 No comments	TOTAL
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REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.256

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l	יני אי די טי פי	3	-	1	1	1	1	1	1	1	1	1	1	1
	O. No. 143: (a) If a system in which dearness allowance adjusted to changes in cost of living is favoured: which index number siz; (i) All India (ii) regional, or (iii) local should be preferred? (b) What should be frequency at which revision should be made—monthly/quarterly/half-yearly, etc.? (Reply to part (b) only).	1 2	Monthly	2 Quarterly	3 Half-yearly	4 No revision for short-term fluctuations .	5 Yearly	6 It should be monthly for workers and quarterly in case of employees	Stability should be given to living costs by reviewing wages every five years	May be left to parties concerned	As recommended by Gajendragadkar Commission	Both half-yearly and yearly depending upon circumstances	No comments	Тотал
1	Setial Number		-	.7	43	•	¥.)	¥	~	∞	6	10	=	

TABLE No. 1.257

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	O.No. 143: (a) If a system in which dearness	allowance august to changes in cost of living is favoured: Which index number viz. (i) All India (ii) regional, or (iii) local should be preferred? (b) What should be the frequency at which revisions should be made monthly/quarterly/half-yearly etc.? (c) What should be the extent of change in the index which should warrant such revision in dearness allowance—each point/slab of 5 points slab of 10 points, etc.? Give reasons. (Reply to part (c) only).	2	Each point	Slab of 5 points	Slab of 10 points	Real wages are affected beyond 10 points	Wider range of points	If the index is sensiti e, slab of 5 points, if the index is not sensitive, 3 points for a rupee.	Left to the parties concerned	Each slab of plus and minus 10 points.	Only a change beyond 5 points should be considered	Rise in each point as compared to the previous quarter	Slab of 5 or 10 points depending on the base year of the index	There cannot be uniformity	10 points or more if it continues for over a period of 12 months	Slab of 2 or 3 points	5% increase in the cost of living .	Neutralisation at shorter intervals depend-
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17 As recommended by Gajendragadkar Commission 18 Each point/slab of 5 points/slab of 10 points depending upon circumstances 19 Slab of 5 or 10 points or 2 or 3 points depending upon circumstances 20 No comments	23 15 6 15 6 15 6 15 15	s 8	3 1 6	31 1	∞ -	6 - 1 =	0	=	9 10 11 12 1	2 1 1	4 1 - 1 4	14 15 16 1 4 1 32		17	33 - 18	61 1 1 1 1 1 2	10 10 10	26 - 26
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REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) **TABLE No.** 2-257

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T 2	Each point			4 Real wages are affected beyond 10 points	5 Wider range of points	6 If the index is sensitive, slab of 5 points; if the index is not sensitive, 3 points for a	rupce	7 Left to the parties concerned	8 Each slab of plus and minus 10 points.	9 A change beyond 5 points should be considered	10 Rise in each point as compared to the previous quarter:	11 Slab of 5 or 10 points depending on the base year of the index	12 There cannot be uniformity	13 10 points or more if it continues for over a period of 12 months	14 Slab of 2 or 3 points	15 5% increase in the cost of living	16 As recommended by Gajendragadkar Commission	17 Each point/slab of 5 points/slab of 10 points depending upon the circumstances	18 Slab of 5 or 10 or 2 or 3 points depend- ing mon the have year of the index	19 No comments	Total
	(Keply to part (c) only) 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	(Keply to part (c) only) 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Fact roint - - 2 - 1 2 -	(Keply to part (c) only) 2 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Each point	(Keply to part (c) only) 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Each point	(Keply to part (c) only)	(Keply to part (c) only) 2 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Each point . <td< td=""><td> Each point 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 </td><td> Each point 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 </td><td> Each point 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 </td><td> Reach point 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 </td><td>Each point</td><td>Each point</td><td>Each point 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Each point 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Slab of 5 points 4 3 2 2 1 1 4 7 3 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1</td><td>Each point</td><td>Each point 2</td><td>Each point</td><td>Each point (cf.) out) Each point (cf.) out) Each point (cf.) out) Each point (cf.) out) Each point (cf.) out) Sha of 5 points (cf.) out) Wider range of points (cf.) of points (cf.) out of the parties concerned (cf.) of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties out of the parties of th</td><td>Each point 2</td><td> Each point 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Each point 2 2 2 1 2 2 1 4 7 3 1 5 15 17 18 19 Each point 2 2 2 2 1 4 7 3 1 5 5 7 18 19 Sub of 5 points 3 4 5 5 5 7 8 9 10 11 12 1 1 1 2 Real wages are affected beyond 10 points 1 1 1 1 1 1 1 1 2 If the index is eartifice, also of 5 points for a proper increase of points of a points for a proper increase of points of a points for a proper increase of points and 10 points of a points of a points of a points of a point for a proper increase of a point for a point f</td><td>Each point State bound of 5 points State bound of 5 points State bound of 5 points State bound of 5 points State bound of 5 points State bound of 5 points State State S</td><td>Each point 2</td></td<>	Each point 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	Each point 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	Each point 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	Reach point 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	Each point	Each point	Each point 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Each point 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Slab of 5 points 4 3 2 2 1 1 4 7 3 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Each point	Each point 2	Each point	Each point (cf.) out) Each point (cf.) out) Each point (cf.) out) Each point (cf.) out) Each point (cf.) out) Sha of 5 points (cf.) out) Wider range of points (cf.) of points (cf.) out of the parties concerned (cf.) of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties concerned (cf.) out of the parties out of the parties of th	Each point 2	Each point 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Each point 2 2 2 1 2 2 1 4 7 3 1 5 15 17 18 19 Each point 2 2 2 2 1 4 7 3 1 5 5 7 18 19 Sub of 5 points 3 4 5 5 5 7 8 9 10 11 12 1 1 1 2 Real wages are affected beyond 10 points 1 1 1 1 1 1 1 1 2 If the index is eartifice, also of 5 points for a proper increase of points of a points for a proper increase of points of a points for a proper increase of points and 10 points of a points of a points of a points of a point for a proper increase of a point for a point f	Each point State bound of 5 points State bound of 5 points State bound of 5 points State bound of 5 points State bound of 5 points State bound of 5 points State State S	Each point 2

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-257

Total	16	32	8	2	-	~	-		* \$	141
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Fransport	13	-	I	1	I	١	_	ļ	-	8
Banking	12	2	I	1	Ţ	1	1	1	_	60
Oil extraction, Refining and Distribution	11	, ,	1.	1	1	1	1	-	J	-
Engineering including Machine tools & Scientific instruments	10	1	1	J	ı	I	1	I	7	3
Iron and Steel	6	1	1	J	1	87	1	1	es	5
Cement	8	_	1	1	I	J	1	1	1	-
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All Textiles	9	4	7	I	-	1	1	1	80	15
Sugar	2	I	I	ı	I	1	ı	I	2	2
Mining including Coal Mining	4	ļ	I	1	I	1	l	1	4	4
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Q. No. 143: (a) If a system in which dearness allowance adjusted to changes in cost of living is favoured: which index number viz., (i) All India, (ii) regional, or (iii) local sholuld be preferred? (b) What should be the frequency at which revision should be made—monthly/quarterly/half-yearly etc.? (c) What should be the extent of change in the index which should be the extent of change in the index which should warrant such revision in dearness allowance-each point/slab of 5 points/slab of 10 points, etc.? Give reasons. (Reply to part (c) only)	2	Each point	Slab of 5 points	Slab of 10 points	There cannot be uniformity	Slab of 2 or 3 points	Neutralisation at shorter intervals depending upon the circumstances	Each point/slab of 5 points/slab of 10 point depending upon the circumstances	No comments	Total .
Serial Number	-	-	2	60	4	5	9	7	©	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WIS TABLE No. 4.257

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Q. No. 143 :	(a) If a system in which dearness allowance adjusted to changes in cost of living is favoured:—which index number niz; (i) All India, (ii) regional, or (iii) local should be preferred? (b) What should be the frequency at which revision should be made—monthly/quarterly/half-yearly, etc.? (c) What should be the extent of change in the index which should warrant such revision in dearness allowance—each points/slab of 5 points/slab of 10 points, etc.? Give reasons.	.1	2 Slab of 5 points. 3 Slab of 10 points 4 Real wages are affected beyond 10 points 5 Wider range of points 6 There cannot be unifo mity. 7 10 points or more if it continues for over a period of 12 months 8 Slab of 2 or 3 points 9 As recommended by Gajendragadkar Commission 10 Each points/slab of 5 points/slab of 10 points depending upon the circumstances 11 Slab of 5 or 10 points or slab of 2 or 3 points depending on the base year of the index	TOTAL

TABLE No. 1.258
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

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	3	1	1	ł	ł		-	ł	1	1	1	7	81
	2	Should be devised on due consideration of the reasons for the rise in prices and its effect on general economy	It is a complicated issue which cannot be resolved solely by payment of D.A.; holding of price line would be better.	This does not arise if D.A. has already been linked to cost of living index.	Should be as per recommendations of Gajendragadkar Commission	The maximum neutralisation could be 75% of price increase	Full neutralisation upto Rs. 500 or Rs. 1000 per month.	• • • • • • • • • • • • • • • • • • • •					. Torai
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	THE WAR THE TANK AND STREET OF RESPONDENTS (EMPLOYERS)

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	Others	19	61 99	ı	61	3 2 2	ęn.	£4	പത	*
	Paper & Paper Pulp	18		ł	~	-	-		1 1 1	
	Chemicals & Chemical Product	17		ı	i	-111		1 1	- 1	64
•	Fertilizers	16			1	1 1 1 1	84	1 1	1, 11	
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	Engineering including Machine tools and Scientific instruments	10		1	ļ	e1 m	1	- 64	1 1-	2
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Or comment	Q. No. 144: In determining the quantum of dearness allowance what should be the principles governing the rate of neutralisation of price rise?		lation	Lapacity of industry to pay. It should be determined in relation to basic wage of workers, capacity of industry to pay and practice in other similar industries.	Cent per cent neutralisation upto wage level of Rs. 200 or it should be cent per cent.	Should vary as per degree of vulnerability with cent per cent neutralisation at the subsistence level and no less D.A. at the highest level Should be based on the price index Should be between 40 to 50 per cent		Neutralisation need not be more than 80 to 85 per cent at any rate under the present Indian conditions depending upon the level of income. As recommended by Das Commission		90 por cent in an cases Rate of incuralisation should be devised on due consideration of the reasons for rise in prices and its effect on general eco- normy
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	2	16 Neutralisation of price rise is a complicated issue and caunot be resolved solely by payment of D.A.	This dose not arise if D.A. has already been linked to cost of living index.	18 It should be as per recommendations of Gajendragadkar Commission	19 Maximum neutralisation could be 75 per cent of price increase	20 Full neutralisation upto Rs. 500; or Rs. 1000 per month	21 Various principles (combination of more than two factors mentioned above)	ients	TOTAL
And a straight and distances and a straight and	3	Neutralisa cated issue by payme	This dose been linke	It should Gajendrag	Maximun per cent c	Full nc Rs. 1000 1	Various than two	22 No comments	
		91	17	18	19	50	21	22	

TABLE No. 2.258-(centd.)

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-258

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2	D.A. should be given in relation to productivity	2 100% neutralisation above the minimum wage upto Rs. 30 lowest wages . •	Should vary as per degree of vulnerability with cent per cent neutralisation at the subsistence level and no/less Dearness Allowance at the highest level .	4 Should be between 40 to 50%	5 Determined in such a way as not to erode the real wages	6 The rate of neutralisation should be devi- sed on due consideration	7 This does not arise if D.A. has already been linked to cost of living index .	B Full neutralisation upto Rs. 500 or Rs. 1,000 per month	9 Neutralisation of the rise in prices should be 100% or full neutralisation	O Neutralisation should be (to greater extent) maximum 90% for the lowest income groups, and relief to other employees also	11 Neutralisation should be cent per cent upto wage level of Rs. 200 per month
	3 4 5 6 7 8 9 10 11 12 13 14 15	D.A. should be given in relation to pro- ductivity	D.A. should be given in relation to productivity	D.A. should be given in relation to productivity. 100% neutralisation above the minimum wage upto Rs. 30 lowest wages. Should vary as per degree of vulnerability with cent per cent neutralisation at the subsistence level and no/less Dearness. Allowance at the highest level.	D.A. should be given in relation to productivity	D.A. should be given in relation to productivity. D.A. should be given in relation to productivity or	DA. should be given in relation to productivity	DA. should be given in relation to productivity. DA. should be given in relation to productivity in the structural station above the minimum wage upto Rs. 30 lowest wages. 100% neutralisation above the minimum wage upto Rs. 30 lowest wages. 2 - 1 3 3 should vary as per degree of vulnerability with care closed and no less Dearness. Allowance at the highest level and no less Dearness. Allowance at the highest level and no less Dearness. Allowance at the highest level and so less Dearness and to consideration in such a way as not to condend the real wages in the structural station should be devired the real wages in the structural station should be devired the real wages in the structural station should be devired the real wages in the structural station should be devired the real wages in the structural station should be devired the real wages in the structural station should be devired the real wages in the structural station of the structural station in the structural station in the structural station in the structural station is the structural station of the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural station in the structural station is the structural stat	D.A. should be given in relation to productivity	D.A. should be given in relation to produce the productivity of the series of control of the given in relation to produce the productivity of the	D.A., thould be given in relation to productive the minimum vage upto Rb. 39 to the carrier and in relation to provide the remaining above the minimum vage upto Rb. 39 towest wages. 100%, neutralisation above the minimum vage upto Rb. 39 towest wages virtue and relative the minimum vage upto Rb. 39 towest wages virtue and relative to recent neutralisation at the substitution of the substitution at the substitution at the substitution at the substitution at the lightest level. 11

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12 Satisfying of minimum needs of the wor- kers family less basic wage		1	1	2	1	1	-1	1	1 '	I	1	i	i	2
13 By paying a portion of wage in kind	1	I	1	1	ı	t	_	1	١.	1	1	I	-	7
14 Should vary as per degree of vulnerability with cent per cent neutralisation at the subsistance level and no less dearness allowance at the highest level so as not to erode the real wares.	1	1	1	-	ł	1	1	ţ	I	I	ı	1	1	84
15 No comments	က	*	8	7	-	1	CN	23	1	2			#	29
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REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE **TABLE** No. 4-258

	Its affiliates	91	1	9		1	84	-	-	1	90	1	1
Mociation	Council of Indian Employers	15	1	I	1	1	I	1	I	-	I	I	I
Employers Associations	lts affiliates	±		1	I	-	1	l	I	l	=	I	1
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Central Trade Unions	Tes affiliates .	••		1	. °. 1	I	1	I	. 1	I	• 1	1	I
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	Its affiliates	+	ಞ	. 64	1	ı	1	l	I	I	I	13	16
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	Q. No. 144: In determining the quantum of dearness allowance, what should be the principles governing the rate of neutralisation of price rise?	2	100% neutralisation above the minimum wages upto Rs. 30 lowest wages	Should vary as per degree of the vulnerability with cent per cent neutralisation at the subsistence level and no less dearness allowance at the highest level	Neutralisation need not be more than 80 to 85% at any rate under the present Indian conditions	It should vary from 80% to nil depending upon the level of income	It should be little less than 100% for the lowest level say 90% and taper off as the salaries rise	90% in all the cases	The rate of neutralisation should be devised on due consideration of the reasons for the rise in prices and the effect on the general economy.	It should be as per recommendations of Gajendragadkar Commission.	The maximum neutralisation could be 75% of price increase	Full neutralisation upto Rs. 500 or Rs. 1000 per month	Neutralisation of the rise in prices should be 100%
	Serial Number	,	-	64	¢.	4	40	9	7	∞	6	22	=

	2	Neutralisation should be m	extent of 90% for the lower income group and relief to other employees also	3 Neutralisation should be cent per cent up- to wage level of Rs. 200 per month .	14 Satisfying of minimum needs of the wor- kers family less basic wage	5 Combination of various factors	16 No comments	
		naximum to an	lower income imployees also	ent per cent up- per month	eds of the wor-	ctors	•	Total .
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TABLE No. 4-258-(centd.)

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		fatoT	23	163	24	37	*	2	ທ	ო	-	-	274	524
Others	{	daub ivibn1	22	7	_	7	I	I	I	- 1	I	1	ଛ	\$
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	(a)	Small-size	92	7		1	1	1	i	ļ	I	ļ	52	15
	er unions	Medium-size	19		I	-	ļ	.1	I	1	ļ	1	10	=
ions	Other	Large-size	81	89	uĄ	0	-	1	1	ļ	1]	33	51
Workers unions	{	anoimU aibal IIA (5siw-yrtsubal)	17	1	2	4	1	-	1	ı	1	1	∞	15
Wor	1	State/Regional Branches	16	ı	۲Ċ	7	9	ļ	I	I	ļ	ļ	24	7
		Central Trade Unions	15	ļ	2	6.2		ı	ļ	-	ļ	ļ	ļ	7
	}	\enotines Associations\\enotines toothe	*	41	ı	-	I		*0	J	ļ	J	39	48
Employers Associations	{	State/Regional Branches	13	2	ı	1	ļ	ļ	ļ	I	I	1	J	2
Empl		Central Organisations	12		J	1		ļ	ļ	ı	İ	·]	2
	(I	Smæll-size	=	_	ı	1	1	i	1	·	·		-	2
ž.	Private	Medium-size	16	ಣ	ı	_			1	I	· I	·	7	11
Enterprises/Undertakings	4	Large-size	6	=	ı	_		1	1			·	12	24
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terprise		State Sphere	7	23	944-4	2			·	, —	, ,	ı	17	45
En		Central Sphere	9	6	4	ಣ	4.	-	. 2	-	1	-	91	74
	· {	Others (including Local Bodies)	5	4			1		1			1	19	
Government	State	Labour	4		2 -	2 -	l _				!	1	8	23
Gover		Central	3	13					1	}		, 1	15	3 21
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		O. No. 145; Considering that payment of a cost of living allowance is meant to ensure that real wage of employees is not eroded by price increases, should the capacity to pay of an industry/unit be relevent consideration in fixing the rate of dearness allowance	2	I Yes, it should be the criterion	2 Not necessarily/to some extent	3 No	4 Yes, except in the case of minimum wage earners	5 An industry which is incapable to meet the real wages of workers has no right to exist	6 Capacity to pay by a cross-section of industries should be a relevant considera-	7 Yes, where there is a doubt to industry's ability to pay D.A. even at subsistence level	8 The prices should be controlled	9 Capacity is relevant for fixing wages but it cannot be so for fixing rate of B.A.	10 No comments	TOTAL .

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) **TABLE No. 2-259**

latoT	8	126	22	6	Ŋ	-	ß	84	-	-	93	248
Others	19	29	— .	Ŋ	4	-	85	-	ı	i	23	127
Paper & Paper Pulp	18	85	ļ	1	1	1	1	1	1	1	ı	60
Chemicals & Chemical Products	17	85			-	1	1	ęΙ	ı	1	81	8
Fertilizers	16	-85	ļ	-	1	- 1	i	i	-	0		9
troqenerT riA	15	7	i	1	1	1	I	1	I	1	!	2
Road Transport	14	5	ı	ļ	I	1	I	1	1	ı	7	12
rroqenarT liaA	13	1	1	I	1	1	1	-	i	- 1	i	-
Banking	12	2	i	1	1	ı	1	!	i	.1		60
Oil extraction, Refining and Distribution	11	4	_	i	1	I	I	1	I	1	-	9
Engineering including Machine tools & Scientific instruments	10	=	84	l	1	l	I	i	ı	-	4	18
Iron and Steel	6	4	ļ		1	I	ı	1	١	i	-	9
Cement	8	7	ı	I	1	I	i	1	1	i	1	85
Printing and Publishing	7	ı	1	l	1	1	ı	1	1	i	4	rc.
All Textiles	9	12	ı	i	1	ı	8	1	ı	1	&	g
Sugar	5	65	I	-	1	1	1	I	I	١	9	07
Mining Including Coal Mining	4	6	i	ı	1	1	ı	1	i	. 1	1	6
enoitatus IIA	3	60	I	ı	ı	4	1	ı	1	1	4	7
O.N. 145: Considering that payment of a cost of living allowance is meant to ensure that real wage of employees is not eroded by price increases, should the capacity to pay of an industry/ unit to a relevant consideration in fixing the rate of dearness allowance?	1 2	1 Yes, it should be the criterion		3 No	4 Yes, except in the case of minimum wage carners	5 An industry which is incapable to meet the real wages of workers has no right to exist.	6 Capacity to pay by a cross-section of in- dustries should be a relevant consideration	7 Yes, where there is a doubt to industry's ability to pay D.A. even at subsistence level	8 The prices should be controlled	9 Capacity is relevant for fixing wages but it cannot be so for fixing rate of D.A.	10 No comments	Total .
					•							1

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-259

Total	16	S	İ	5 4	∞	7	. -	88	141
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Road Transport	14	1	I	I	I	I	I	81	en
rangent ling	13	l	ı	-	-	. 1	·	-	69
Banking	12	1	-	I	ı	-	1	-	85
Oil extraction, Refining and Distribution	11	1	1	_	ı	Ì	I	1	-
Engineering including Machine tools & Scientific instruments	10	1	Į	1	ı	. 1	I	2	**
Ison and Steel	6	1	-		ı	1	1	67	r.c.
Cement	8	1	I	-	ı	1	1	ı	
gaideildu'd & gaisaird	7		ı	ı	1	1	1	-	-
solinzoT (IA	9	1	ന	က	ı	1	I	6	15
Jagar	S	1	1	1	1	1	1	7	2
Mining including Coal Mining	4	1	1	ı	I	ļ	I	4	4
enoinannal¶ IIA	ေ	2	7	က	ı	1	1	ıC	12
O. No. 145: Considering that payment of a cost of living allowance is meant to ensure that real wage of employees is not eroded by price increases, should the capacity to pay of an industry/unit be a relevant consideration in fixing the rate of dearness allowance?	1 2	1 Yes, it should be the criterion	2 Not necessarily/to some extent	3 No	4 Yes, except in the case of minimum wage earners	5 An industry which is incapable to meet the real wages of workers has no right to exist	6 Yes, where there is a doubt to industry's ability to pay D.A. even at subsistence level	7 No comments	Torat .
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REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.259

			,		රි	mtral Tra	Central Trade Unions				t/3	Rmp	Employers Associations	ciátions	
Serial Number	O. No. 145: Considering that paymeant of a cost of living allowances is meant to ensure that real wage of employees is not eroded by price increases, should the capacity to pay of an industrics unit be a relevant consideration in fixing the rate of dearness allowances?	г.и.т.и.с	estailfile 21	A. I. T. U. C.	estailifia et I	u, r. u; c,	stailfile at I	'S 'W 'H	esteilithe etI	B. M. S.	Its affiliates	O .M .I .A	Its affiliates	Council of Indian Employers	enteiline et i
-	2	က	4	2	9	2	ω	6	10	11	12	13	14	15	16
-	Yes, it should be the criterion		8			ı		ı	1		. 1		67	l	19
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¢O.		. 1	6	1	m	, en	ı		က		ļ	1	ı		1
4	Yes, except in the case of minimum wage carners	1	-	1	ĸ	ļ	ļ	1	• 1			1.		-	ı
rU.	Capacity to pay by a cross section of industries should be a relevant consideration	i	.	ļ	. 1	I	1		ı			ļ	ı	. 1	. 64
9	No comments	1	81	!	12	ļ	87	 I	rð <u>.</u> ⊹	ı	ທຸ	i	ı	1 -	S
	TOTAL .	-	88		22	က	7	-	ŏ	-,	in the second	-	øn		8

Cantral Cant		٠.	L	Government Departments	ernment urtments State	. t	Enter	Enterprises/undertakings	ndertak P	sagni	۲	Asso	Employers Associations	ſ		Workers unions	• union	A	\	٥	Others	•
Central Co				١,	y				Ę	Yate	r					L	S S	unions	(suopn		
1	Part part the q	Q.No. 146: In areas/activities where part of the wage is in kind, what adjustments should be made in fixing the quantum of dearness allowance?	kntral	mods	others (including Local								/ther_Associations/ Organisations		ate/Regional Branches		sr.ge-size	cdium-size	əsis-Ilan	escarch and Other Instit	alaubivib:	Isto
		2	9 6	1 4	aı. (1.					_ _		2 2	2 C	16 S	v =	m r	W 01	S 8	я <u>2</u>	u z	L X
1 4 3 9 1	Cotal quality sar	Total quantum of D.A. given should be the same irrespective of the fact that part of the wage is given in kind.				-				!	1	1	1	-	1						1	~
1 41 3 9 1 2 1 1 2 1 1 2 1 1 2 1 1 2 1 1 1 2 1	Juantu	m of D.A. given should not be with other wages paid in kind:	I	7	1		1	1	,	1	ı	1	1	' 1	I	ı	_	ı	ı	ı	1	
1 -	D. A. sl all cases kind	hould be adjusted accordingly in where wages are partly paid in	7	4	87		-	i I				***	7	લ	41	84		1	-	-	61	. 2
- 1 13 1 3 1 3 1 1 1 1 3 1 1 1 3 1 1 1 3 1 1 1 3 1 1 1 3 1 1 1 3 1 1 1 3 1 1 1 3 1 1 1 3 1 1 3 1	t low I	attent essential goods are supplied vices, the difference in price can sted in D. A.	: 🗕	i	1	4	49		. =	_	Î		80	-	-	1	, ~	1	-	8	-	92
2	ince al	cash,	1	i	-	en.	_		-	!	I	1	ιO	١	. 1	-	1	ı	1	. 1	1	8
- - 2 -	his short	This should be adjusted while fixing the total of the wage and D.A.	· •1	1	1	. 1	í	-	 -		ı	1	I	I	İ	I	1	ı	. 1	ı	1	ိုင်ငံ
- 1 - 5 3 - - 1 - - 1 - - 1 - - 1 -	By mut study of kind .	By mutual scttlement after a thorough study of the cost of articles supplied in kind	ľ		1	l ev	i	1	1	1	. 1	1	I	. 1	1	ı	1	İ	1		1	67
1 1 1	aymen	Payment in kind is not preferred	ļ	-	.]	ιń	ه ا	1	T		~	1	**		~	-	643	ı	ı	ı	-	22
9 1 10 4 1 9 - 1 4 - 1 2	o spec	ial consideration is necessary .	1	1]		_	 			1	1	1	1	1	1	'	ı	ı	ļ		έĠ
9 1 10 4 1 3 - 1 4 - 1 2	Vages se in p		1	ı	100	1	-	!			I	I	I	I	İ	-			ı	1	۱ ا	. 4
* . **	he nate from	ure of the wage paid in kind and tary value should be considered the quantum of D.A.	1	თ	, H		-81	<i>و</i> م 	1	!	1	***	; 4	. 1		~	ຄ				.00	4
	his do	s not arise if D.A. is linked to cost index	4		:T: '}			1	1	111 13	+ 1 - ,	1	1	1	201	1	1		, 	• 1	- 1	-

13 It may be considered as per local require. 13 It may be considered as per local require. 14 It may be considered as per local require. 15 If means according to the value of goods in the family budget enquiry. 16 The quantum of DA. for such workers in the present arrangements in necessary in the present arrangements in the present arrangement arrangements in the present arrangement arr			:				TA	BLE N	lo. 1-2	TABLE No. 1-260—(contd.)	mtd.)												
- -		2	80	4	3	9	7	8	6	10	11	12	13	7			17		61	20	21	22	23
- -	13	It may be considered as per local requirements	1	1	1	1	-	,		1	1	1	ſ		ı	-	1	'	ı	1	8	. 1	5
- - <td>14</td> <td>It may be according to the value of goods in the family budget enquiry</td> <td>1</td> <td>I</td> <td>. 1</td> <td>1</td> <td>Į</td> <td>ı</td> <td>ł</td> <td>1</td> <td>F</td> <td>ļ</td> <td>ı</td> <td>-</td> <td>. -</td> <td>1</td> <td>1</td> <td>-</td> <td>1</td> <td>1</td> <td>I</td> <td>ı</td> <td>က</td>	14	It may be according to the value of goods in the family budget enquiry	1	I	. 1	1	Į	ı	ł	1	F	ļ	ı	-	. -	1	1	-	1	1	I	ı	က
- - <td>15</td> <td>The quantum of D.A. for such workers should be much less</td> <td>1</td> <td>I</td> <td>F</td> <td>I</td> <td>1</td> <td>ı</td> <td>1</td> <td>1</td> <td>ŧ</td> <td>1</td> <td>1</td> <td>-</td> <td>·</td> <td></td> <td>ı</td> <td></td> <td>ı</td> <td>I</td> <td>1</td> <td>1</td> <td>4</td>	15	The quantum of D.A. for such workers should be much less	1	I	F	I	1	ı	1	1	ŧ	1	1	-	·		ı		ı	I	1	1	4
Total . 18 21 23 74 45 4 24 11 2 2 2 84 7 42 15 51 11 15 33 40	16	No change is necessary in the present arrangements	1	1	1	1	-	1	1	1	1	1	I	1		1	ı	i	ı	1	-	-1	8
• 18 21 23 74 45 4 24 11 2 2 2 84 7 42 15 51 11 15 33 40	17	No comments	17	~	18	56	53	64	13	1	-	1	1	53	-	23	&		2	13			331
		TOTAL .	81	21	23	72	45	4	24	=	8	2		\$		1 1			=	15		1 1	524

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Is10T	1	1	1	24	17	• -	ຕ	2	16	2	-	23		*
Others	8	1	1	10	9		I	. 2	4	****	1.	10	i	-
Paper & Paper Pulp	-	1]	-		. 1	1	. 1	,1	7	1	1	· 1	
Chemicals & Chemical Products	11	1	I	1	1	1	1	1	1	1	1	. 6	١	1
Fertilizers	16	1	1	-	2	I	1	F 1	••••	1	I	ı		
rioqenerT riA	15	1		-	I	I	F	. 1	1	I	I	·- I	ļ	. 1.
Road Transport	41	I	1	1	- 1	1	ľ	1,	-	ı	44	İ	!]	·
ransport ligh.	13	1	1	1	1	-	1	1	1	1	Ί	: 1	۲	, 201
30izing G	12	1	i	-	1	1	I	.1	1	I	ı	1	0	:
Dis gainibag, Refining and Distribution	=	1	1	-	I	1	1	. 1	6	I	1	, 4	.1	*1
Engineering including Machine tools Scientific instruments	10	I	I	ന	2	I	2	** 	ಣ	I		: ** :	· 1	
Iron and Steel	6	I	I	-	-	I	Ļ	. 1	7	I	1		. 1	: (1 :: (1)
Cement	83	ĵ.	1	-	1	I	1	1	1	1	1	I	1	3
- gaideildu Bas gaitaira	7	l	I	73	.	I	I	1	I	١	1	. 1	1	1.
All Textiles	9	I	I	1	7	en.		I	ຕາ	.1	I	8	I	ŀ
Sugar	5	1	. 1	l	I	7	I	- I	İ	Ī	I	-	1	1
Mining including Coal Mining	4	1	1		en	ı	1	1	.1	١	I	-	I	-
anoistanal IIA	60	ı	1	-	. 1	ľ	İ	1	ŀ	J	1	′ 67	1	1
Q. No. 146: In areas/activities where part of the wage is in kind, what adjustments should be made in fixing the quantum of dearness allowance?	2	Total quantum of D.A. given should be the same irrespective of the fact that part of the wage is given in kind	Quantum of D.A. given should not be clubbed with other wages paid in kind .	D.A. should be adjusted accordingly in all cases where wages are partly paid in kind	To the extent essential goods are supplied at low prices, the difference in price can be adjusted in D.A.	Since all wages are paid in cash, this question does not arise	This should be adjusted while fixing the total of the wage and D.A.	By mutual settlement after a thorough' study of the cost of articles supplied in kind .	Payment in kind is not preferred .	No special consideration is necessary	Wages should rise in proportion to the	The nature of the wage paid in kind and its monetary value should be considered in fixing the quantum of D.A.	This does not arise if D.A. is linked to cost of living index	This may be considered as per local requirements

1		33	4	ĸ	9	7	83	6	10	=	12	13	14	12	16.	17	66	19
14 Itm in tt	14 It may be according to the value of goods in the family budget enquiry	1	ı	1	-	1	-	i i	ı	ı	1		ı		- 1	1		ı
15 The shou	15 The quantum of D.A. for such workers should be much less	1	=	1	ł	1	1	l	Ì	1	1	1		ı	ı		1	١
16 No arra	16 No change is necessary in the present arrangements	ı	ı	. 1	ı	-	i	ı	1	1	1	1	1	ı	ı	1.		ı
17 No.	17 No comments	4.	67	7	02	8		-	9		7	·	10	1	-	Ó		131
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TABLE No. 2.260-(contd.)

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REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-260

IstoT	91	-	,	5	ເດ	,	-	-	7	-	. ~	8	±
Others	15.	-	1	တ	øn	1	S	-	4	944	• 1	29	88
110qana1T baoH	14	1	ł	-	ı	1	1	1	i	1	1	2	97
Fansport light	13	-	ł	1	1	1	1	ł		I			6
Banking	12	1	ł	1	ł		1	1	1	1	1	84	6
Oil extraction, Refining and Distribution	11	1			1	1	1	1	1	1		1	1
Engineering including Machine toos & Scientific lastraments	62	1	1	1	~	1	ı	1	1	ı	1	7	m
from and Steel	6	1	٠,	,	ļ	1	; (1	1	1	1	673	52
Cement	8	1	ı	-	ı	1	i	1	1	1	`	1	-
Painting & Pablishing	7	1	1	1	ŀ	1	1	1	1	1	1	-	-
solinxoT IIA	9	1		8	1	1	-	ļ	,	1		6 :	15
Sugar	5	1	1		1	1	1	ı	1	. 1	ı	7	2
SainiM IsoO gaibuloni gainiM	4	1	1	1	1	1	ı	1	1	1	1	₩.	4
anoitannal IIA	အ	1	i	643		1	1	1	-	1	1	7	12
Q.No. 146: In areas/activities where part of the wage is in kind, what adjustments should be made in fixing the quantum of dearness allowance?	2	I Total quantum of D. A. given should be the same irrespective of the fact that part of the wage is in kind .	Quantum of D. A. should not be clubbed with other wages paid in kind	D. A. should be adjusted accordingly in all cases where wages are partly paid in kind.	To the extent essential goods are supplied at low prices, the difference in price can be adjusted in D. A.	Since all wages are paid in cash, this question does not arise.	Payment in kind is not preferred	Wages should rise in proportion to the rise in prices	The nature of the wage in kind and its monetary value should be considered in fixing the quantum of D. A.	It may be considered as per local requirements		No comments	Total
Serial Number		•	24	¢n	4.	ic)	9	7	φ	6	10		

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.260

to the first manufactivities were the most of the manufactivities were the most of the mos	8					Central	Central Trade Unions	nions				Emj	Employers Associations	ociations	
3 4 5 6 7 8 9 10 11 12 13 14 15 -	 Q. No. 146: In areas/activities were part of the wage is in kind, what adjustments should be made in fixing the quantum of dearness allowance?	ו. א. ד. ט. ט.	estailifta et I	A. I. T. U. C.	to affilia tes	. ע. ד. ע. כ.	stalifia ett	н. м., s.	Its affiliates	B, M. S.	Its affiliates	O .M .I .A	estailina et l	Council of Indian Employers	Its affiliates
1 11 2 1 2 1 2 1 3		33	4	5	9	7	8	6	10	11	12	13	41	15	16
1 11 2 1 2 1 2 1 3 1 2 1 3 1 3 1 3 1 2	Total quantum of D. A. should be the same irrespective of the fact 'that' part of the wage is in kind	I	1	1	I	1	1	. 1	1		1		1	1	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Quantum of D. A. should not be clubbed with other wages paid in kind		ı	ŀ	ļ	1	1	1	-	1	1	1	. 1	ı	1
- 2 1 1	D. A. should be adjusted accordingly in all cases where wages are partly paid in kind.		Ξ	1	1	wood	1	1	1	1	1	1	=	I	Ç
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	 To the extent essential goods are supplied at low prices, the difference in prices can be adjusted in D. A.	İ	2	İ	:	-	1	1	1	,	1	1	-	I) 65
the wage in kind and its the wage in kind and its e should be considered in the unit of D. A	 Since all wages are paid in eash this ques- tion does not arise	1	1	1	1	1	1	1	1	1	:	1	i. 		
the wage in kind and its re should be considered in the man of D. A	 Payment in kind is not preferred	١	en	1	2	J	1	1	1	1		1	1	-	
idered as per local require. - 22 - 18 - 2 1 6 1 5		1	,	I	. 1	1	1 ′	1	.	į	j.	ŀ	, , ,	•	
Total	 It may be considered as per local require-				1		*		-	•					
TOTAL 1 38 — 22 3 2 1 9 1 5 1 3 1	 No comments	ı	22	1	18		8	=	• •	. T	ທ		1 1	1 1	-
		-	38	I	22	8	2	1	6	1	5	-	60		21

TABLE No. 1.261 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

	P G	Government Departments	# 5		Enter	Enterprises/Undertakings	ndertak	ings		Asso	Employers Associations			Worke	Workers unions	2		ا `		
		8	State	l]	Private	· ({	(ا ^ت ر	Other unions	nions	nu J		
Q. No. 147: (a) How should fringe benefits be defined?	Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	ооретайус	Large-size	Medium-size	- szis-lism2	Central Organisations	State/Regional Branches Other Associations/	Organisations Ocntral Trade Unions	State/Regional Branches	erroinU sibul IIA	(Industry-wise)	Medium-size	Smgll-size	Research and Other Institution	slaubiviba I	Total
1 2	60	4	5	9	7	8	6	10	=	12 1	18 14	15	5 16	11	18	19	20	21	22	23
1 Should be defined as benefits given to workers to add to their comfort and convenience but will not form part of wages	-	en		11	. ່ ຫ	1	ا د	1	i i	1	1 8		9	67	&	I	1	1	67	- 72
2 All benefits—statutory or voluntary—re- ceived by employees in cash or in kind (whether immediately or after certain period) over the regular wage may be treated as fringe benefits	64	ଟେ	i	9	4	-	4		1	1	€5	l	-	1	-	1	-	24	l	
3 Difficult to define	1	2	ı		1	, 1	-	1	I i	1	4.	1	l	I	64	١	l	-]	
4 Are those amenities provided to the worker to improve his social and cultural content, which otherwise he would have paid for	1	en		10	4	I	-	-	1	1	T		1 2	1	61	I	1	ł	-	
5 Are those special benefits given to the workers either in eash or in kind which add to the labour cost and also reduce the burden of the worker.	1	1	1	=	_	I	· •	' 1	'1	1	ب ا			1	1	1.	1	I	1	
6 All benefits given under provident fund, gratuity, health insurance, free housing, electricity, fuel, education, etc.	ı	1	1	9	-	_	7	1	-	l ı	φ	<i>-</i> -	-	1.	gand	1	1	1.	6	
7 Anything over and above wages and D.A. is a fringe benefit	1	-	ı	4	ŀ	ı		-	 	1	1	1	I	ı		١	1	-	I	
& Are the benefits which the industry can afford to give without an equivalent rise in production cost	1	ı	1	-	1	I			13	1 1		١	1;	ı	13	1	1	1	I	
No need to define them as any such attempt might lead to controversy	1	ı	ı	1	ı	' 	' 	' 1	1	' I - 1	1	 	1	. 1	. 1	1	1	ı	-	
Benefits in the form of goods and services should be considered as fringe benefits.			1	ev.		ì	1	1				-		***	4	. I	١	ı	١	

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	22	-	ļ	į,	 	32	\$
	21	I	ı	1		73	33
	20	1	ı	ļ	i	14	15
	19	1	ı	1	1	11	=
	18	***	ı	ı	-	. 45	51
	17	7	ı	I	1	6	15
	16	1	ı	1	-	32	2
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TABLE No. 1-261—(contd.)	11	1	'	'		, &	=
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: 5 7	7	1	ı	1		<u>۾</u>	45
	9		1	-		61	47
	2	ı	ļ	1		2	23
	4	ı	ı	1		_	21
	က	ı		.4		1 22	18
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		fits gi	yers .	luntar und, g to cs to	worl wral o	•, •	•
		, ben	emplo	or vo	may hed to	•, •	Total
		11 Cover all the non-statutory benefits given by the employers	To be decided between employers and employees	All benefits—statutory or voluntary—such as given under provident fund, gratuity, housing, education, etc., to the workers over their regular wages to add to their comfort and convenience.	Difficult to define but they may be treated as those amenities provided to workers to improve their social and cultural content which otherwise they would have	• •	Ĭ
	2	on-sta	bet	statu inder s, edu their	ities ities eir soc therwi	• •	
		Cover all the non-s by the employers	scided x	riven to susing over 1 comfort	amen we the	Deen paid for No comments	
		ver all	To be decido employees	ty, by	fficult those impro	con con	
		ද්රී	12 Cm Cm		五 五 章 5 5 7	15 R R	,
		11	7	<u>ee</u>	4	===	

REPLIES TO THE QUESTIONNAIRE-INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.261

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	[gioT]		27	Ň	• -	3 20	15	19					
	Others	61	12	თ	7	&	12	ιĊ	2	1		. 61	-
	Paper & Paper Pulp	18	-	1	I	_	1		. 1	1	1	I	1
	Chemicals & Chemical Products	17	1	64	~	1	ı	. 1	1	I	ì	1	-
	Fertilizers	16	2	-	1			I	64	1	1	I	1
	froquestT riA	15	-	1	1	-		1	1	1	1		1
	Foad Transport	14	-	-	l	84	÷	1	I	I	I	I	4
	Rail Transport	13	I	1	i	1	. 1	I	1	1	I	-	
	Banking	12	I	1	I	1	1	I	ı		I	I	l
	Oil extraction, Refining and Distribution	11	န	1	ı		. 1	I		1	ı	1	ı
	Engineering including Machine tools and Scientific instruments	10	7	8	1	-	1	ະຕ	i	1	١	1	I
	Iron and Steel	6	1	က		-	I	1	1	1	1	1	
	Cement	8	-	I	1	I	1	1	1	1	ı	1	-
	Printing and Publishing	7	1	1	1	1	1	2	1	1	1	1	1
	All Textiles	9	1	ဗ	7	1	1	ຫ	ຕ	1	1	-	1
	Sugar	5	I	ന		-	!	-	1	1	ı	1	1
	Mining including Coal Mining	4	1	i	ı	2	1	¢5	ŀ	1	I	-	ı
!	enoitannel IIA	3	-	1	I	1	1	-	I	1	-	ļ	I
	Q. No. 147(a) How should fringe benefits be defined?	2	Should be defined as benefits given to workers to add to their comfort and convenience but will not form part of wages	2 All benefits—statutory or voluntary—received by employees in cash or in kind whether immediately or after a certain period over the regular wage may be treated as fringe benefits	Difficult to define	4 Are those amenities provided to the workers to improve their social and cutlural content, which otherwise he would have paid for	5 Are those special benefits given to the workers either in cash or in kind which add to the labour cost and also reduce the burden of the worker	•	7 Anything over and above wages and D. A. is a fringe benefit	8 Are the benefits which the industry can afford to give without an equivalent rise in production cost?	9 No need to define them as any such attempt might lead to controversy	Benefits in the form of goods and services should be considered as fringe benefits	All non-statutory benefits given by the employers
- [Serial Number	-			ເນ	•		9	• -	~		10	11

i																			
-	2	က	4	5	9	7	8	63	10	10 11 12 13	. 12		14	15	16	17	18	19	28
12	12 To be decided between the cmployers and employees	1	I	I	1	ı	ı	I	1]	' 		'	' 		_	-
13	13 All benefits—statutory or; voluntary—such as given under provident fund, gratuity, education, housing etc. to the workers over their regular wages to add to their comfort and convenience.	1		1	-	ĺ	1	1	-	I	. 1		1		,	,	ſ	-	en
14	14 No comments	4	67	4	æ	en	9 86 		&	-	1,1	ï	7	ı	I	4.	I	1 11	1114
	Total	7	6	10	22	5	၈	9	18	9	8	-	12	22	9	&	87	127	248

TABLE No. 2.261—(contd.)

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TABLE No. 3-261

	Q. No. 147 : (a) How should ed?		Should be defi workers to add venience but wi	All benefits—statutory or ceived by employees in (whether immediately operiod) over the regular treated as fringe benefits	Difficult to define	Area those an worker to imp tural content, have paid for	Are those special benefits workers either in cash or in add to the labour cost and the burden of the workers	All benefits giverident fund, housing, electer.	Anything over and al D. A. is a fringe benefit	8 Benefits in the should be cons	Cover all non-sta	10 Difficult to de garded as they worker to imp content which	No comments	,
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)	Q. No. 147: (a) How should fringe benefits be defined ?	2	Should be defined as benefits [given to workers to add to their comfort and convenience but will not form part of wages	All benefits—statutory or voluntary—re- ceived by employees in cash or in kind (whether immediately or after certain period) over the regular wage may be treated as fringe benefits		Area those amenities provided to the worker to improve his social and cultural content, which otherwise he would have paid for	Are those special benefits given to the workers either in cash or in kind which add to the labour cost and also reduce the burden of the workers	All benefits given under gratuity, provident fund, health insurance, free housing, electricity, fuel, education; etc.	over and above wages and	goods & fringe be	Cover all non-statutory benefits given by the employers	but they may menities provide e his social & c serwise he would		TOTAL .
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TION OF	Engineering including Machine tools & Scientific instruments	10	ı	1	I	I	1	.]	: ţ	, 1	. 1		es .	80
RESPOND	Oil extraction, Refining and Distribution	11	I	1 .		1	ı	; 	8	ŀ	- 1	. 1	I	1
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IONS)	Hail Transport	13	64	1	I	1	I	1	: 1	:1	. 1	, 1	-	80
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	Others	15	6	-		. 4	-	-	ŀ	; .i	1		20	88
	IstoT	16	19	ຄ	.7	ĸ	1	. 4	,		. 🕶	. ભ	101	3

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.261

	Q. No. 147 : (a) How should fringe benefits be defined ?	2	Should be defined as benefits given to workers to add to their comfort and convenience but will not form part of wages	All benefits—statutory or voluntary—received by employees in cash or in kind (whether immediately or after a certain period) over the regular wage may be treated as fringe benefits	Difficult to define	Are those amenities provided to the worker to improve his social and cultural content, which otherwise he would have paid for	Are those special benefits given to the workers either in cash or kind which add to the labour cost and also reduce the burden of the workers.	All benefits given under provident fund, gratuity, health insurance, free housing, electricity, fuel, education, etc.	Anything over and above wages a D. A. is a fringe benefit.	No need to define them as any su attempt might lead to controversy.	Benefits in the form of goods and services should be considered as fringe benefits	Cover all non-statutory benefits given by the employers
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2	11 All benefits— statutory or voluntary—such as given under provident fund, gratuity, housing, education, etc. to the workers over their regular wages to add to their comfort and convenience	12 Difficult to define but they may be regarded as those amenities provided to the worker to improve his social content, which otherwise he might have paid for	13 No comments	TOTAL .
1	==	12	13	

TABLE No. 4.261-(contd.)

	RESPONDEN
	Q.
	DISTRIBUTION
TABLE No. 1.262	REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDEN
	QUESTIONNAIRE-
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iun su	Other	Large-size	18	Ŋ	7	ı	ı	-	1		1	8	i	1	1.
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		State/Regional Branches	91	æ	-	i	i	8	ı	1	1	l	, -	1	1
	(Central Trade Unions	15	64	-	١	i	-	1	1	i	l	١	i	1
ers* ions		Other Associations/ Organisations	14	-	-	i	ಣ	64		1	1	1	l	-	7
Employers* Associations		State/Regional Branches	13	1	ļ	i	l	i	i	l		1	l	l	1
		Central Organisations	12	1	-	i	1.	1	1	1	1	l	l	l	i
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Enterprises/Undertakings		Co-operative	8	1	1	ţ	I	l	l	1	l	İ	****	1	1
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	_	Central Sphere	9	5	27	1	_	10	1	I	-	-	1	84	Į
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Government Departments	\ \tag{\pi}	Labour	4		7	1.	. 1	. 2	l	l	i	I	****	1	1
දී ටී		Central	3	1	cn		. 1	ļ	i	1	l	İ	l	l	ı
		Q. No. 147: (a) How should fringe benefits be defined? (b) What should be their scope and content? (Reply to part (b) only)	2	The benefits should be such as to increase the contentment, productivity and protection of the workers	Should cover free or subsidized housing, meals, medical care, compensatory allowance, provident fund, etc.	These benefits must be allowed to be withdrawn whenever employer feels necessary	Should depend upon the capacity of the industry to pay	The benefits provided must give the worker maximum comfort	6 Should not exceed a certain percentage of total wage in a year	7 Should be related to local needs; need should not be standardised	8 There should be no provision for these benefits	9. Should serve as an incentive to the worker for more work	O The scope should be confined to basic necessities of a worker	1 Should vary from time to time	12 Should be left to the wage fixing authority
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TABLE No. 1.262-(contd.)	6	-		1	13	24
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	3		1	1	15	85
	2	13 It depends upon the financial condition and varies from industry to industry	'14 Should be decided by the employers and employees	15 These benefits should be merged with wages and the practice of granting them should be discontinued	16 Should cover free or subsidised housing, meals, medical care, compensatory allowance, provident fund, gratuity etc. giving the workers maximum comfort. 17 No comments	Total
	1	13	<u>1</u> 4	15	16	

TABLE No. 2-262 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

	Total	20	17	3	-	9	6	7	-	4	-	-	ಣ	7	5
	Others	13	'n	23	-	4	જ	1	I	8	-	ı	1	1	5
	Paper & Paper Pulp	81	-	64	I	1	1	1	1	1	ı	١	1	١	ı
	Chemicals & Chemical Products	. 17	1	-	1.	1	7	1	ı	1	ı	1.	-	1	
	Pertilizers	91	å	2	1	1	-	1	ı	1	1	1	1	ł	1
	roqenerT riA	15	1		1	1	ļ	1	ļ	1	1	1.	_	1	1
	Road Transport	1	-	-	1	ار	l	1	I	1.	I	1.	.]	1	
	roqenarT liaH	13	I	1	1	ı	l	1	ı	1	•	į	1	1	-
	Banking	12	1	1	1	. 1	1	ı	1	1	ł	1	-	i	1
	Oil extraction, Refining and Distribution	=	1		ı	- 		1	l	2	I	I	1	ı	-
	Engineering including Machine tools & Scientific instruments	01	7	4	1	1	-	I	1	1	7	ţ	ł	٦.	I
	Iron and Steel	6	1	4	1	l	I	1	ł	I	I	I	·	1	l
	Сетеп	8	verel	1		I	-	1	1	I	1	1	l	I	1
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	Tagu2	5	l	-	ł	-	1	J	-	1	I	-	١	I	l
	Mining including Coal Mining	4		2	1	1	1	. 1	1	1	1	. 1	l	1	1
X	snoitantaff [[A	3	1	-	I	I	1	l	í	ſ	1	I	1	-	
	O. No. 147: (a) How should fringe benefits be defined? (b) What should be their scope and content? (Reply to part (b) only)	2	The benefits should be such as to increase the contentment, productivity and protection of the workers	Should cover free or subsidised housing, meals, medical care, compensatory allowance, provident fund etc.	These benefits must be allowed to be with- drawn whenever employer feels neces- sary	Should depend upon the capacity of industry to pay	The benefits provided must give the worker maximum comfort.	Should not exceed a certain percentage of total wage in a year	Should be related to local needs; need should not be standardised .	There should be no provision for these benefits	Should serve as an incentive to the worker for more work!	Their scope should be confined to basic necessities of a worker	Should vary from time to time	Should be left to the wage fixing authority	It depends upon the financial condition and varies from industry to industry .
	Serial Number	-		64	er)	4	Ş,	9	1	œ	6	10	11	12	13

TABLE No. 2:262—(contd.)

-	*	15	16	17	
2	14 Should be decided by the employers and employees	15 These benefits should be merged with wages and the practice of granting them should be discontinued	16 Should cover free or subsidised housing, meals, medical care, compensatory allowance, provident fund etc. giving the workers maximum comfort	17 No comments	Total
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19	-	1	-	83	127
2	2	84	ω)	#	248

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.262

Total	16	15	=	ĸ	2	7	104	141
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Foad Transport	14	1		i	ł	1 1	1 -	60
frantsport	51	1	1		. 1	1 -	. 1 =	80
Banking	12	1	1	1	1	1 1	, 60	3
Oil extraction, Refining and Distribution	11	1	Į	i	l	1 1	1 -	-
Engineering including Machine tools & Scientific instruments	10	1	1	ı	ı	1 1	65	89
Iron and Steel	6	. 1	1	-	400	1 1	ام	5
Cement	8	1	1	İ	1	1 1	1.1	-
Princing & Publishing	7	1	l	1	1	1 1	1 -	-
elimi Terdie	9	5	-	-	-	1 1	1 2	15
Sugar	5		***	1	l		1	8
Mining including Coal Mining	4	1	Ţ	ł	1	1 -	.) 69	4
enoissinsi IIA	3	8	٥٩	i	l	1	9	12
Q. No. 147: (a) How should fringe benefits be defined? (b) What should be their scope and content? (Reply to part (b) only)	2	1 The benefits should be such as to increase the contentment, productivity and protection of the workers.	2 Should cover free or subsidised housing, meals, medical care, compensatory allowance, provident fund etc.	3 The benefits provided must give the work- er maximum comfort	4 Should serve as an incentive to the worker for more work		5 Should vary from time to time 7 It depends upon the financial condition and varies from industry to industry . 8 No comments	TOTAL

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE **TABLE** No. 4-262

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Employers Associations	Its affiliates	14	_	ł	I		. !	ł	ł	ı	1	1	-	67
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	O. No. 147: (a) How should fringe benefits be defined? (b) What should be their scope and content? (Reply to part (b) only)	2	The benefits should be such as to increase the contentment, productivity and protection of the workers	Should cover free or subsidized housing, meals, medical care, compensatory allowance, provident fund etc.		There should be no provision for these benefits	Should serve as an incentive to the workers for more work	Their scope should be confined to basic necessities of a worker		Should be left to wage fixing authority .	It depends upon the financial and varies from industry to indust	Should cover free or subsidised housing, meals, medical care, compensatory allowance, provident fund, etc. giving the workers maximum comfort.		Total
	Serial Number			64	co.	4	ιĊ	9.	-	8	6	9 :	:	- 1

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	er unions	Medium-size	19	1		ŀ	[ŀ	[ł	İ	1	=	=
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Employers' Associations		Siste/Regional Branches	13	-	1	١	l	1		1	l		1	•
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Enter		State Sphere	7	=	[5	1	l	1	ļ	1	[32	
		Central Sphere	9	24	12	ಪ		en,	7	· 🗕	1	ļ	78	
•	िह	Others (including Local Bodies)	2	_	1	-	ļ	ŀ	[, 1,	. 1	I	21	
Government Departments	State	Labour	+	∞	1	7	, 						6	
Gove		Central	60	2	[_	;	Į	1	1	. [ł	12	
		(a) How should fringe benefits be defined? (b) What should be their scope and content? (c) To what extent do such benefits affect production costs? (Reply to part (c) only)	2	Tend to increase production costs	Such benefits add to labour costs .	Should not affect production costs too much	Should not affect production costs	Depends upon the quality & quantity of such benefits	It varies from industry to industry .	Increase, if any, would be offiet by in- creased efficiency	They cost between 20 to 30% of the total wage bill	Such benefits should have no relationship to production costs	No comments	
		Serial Numbet	-	-	2	c)	*	i,	9	-	00	0	30	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.263

Total	20	75	18	80	-	က	7	84	4	<u>83</u>	248
Others	19	28	13	4	-		4	1	-	75	127
Paper & Paper Pulp	18	77	1	1	l	1	-	1	l	ı	87
Chemicals & Chemical Products	17	7	1	1	1	1	l		l	ιÜ	8
Fertilizer.	91	ಣ	·	-	i	. 1	1	-	1	l	9
froquenT iiA	15	-	l	1	i	-	l	1	1.	1	2
Road Transport	41	3	1	1	l	1	ı	1	ı	6	12
Fan Transport	13	l	l	-	1	I	1	1	1	ı	
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Oil extraction, Refining and Distribution	=	2	1	ı	l	-	-	l	1	64	9
Engineering including Machine toots and Scientific instruments	10	6		ı	l	ļ	l	1	1	ထ	18
less and Steel	6	4	1	ı	l	1	1	1	~	7	9
Сетеп	8	-	1	1	l	İ	1	1	1	61	60
Printing and Publishing	7	.21	l	1	1	ì	ļ	l	. 1	67	5
All Textiles	9	2	83	=	l	1	1	ı		ထ	22
Sugar	rts	4	1		ı	1	ı	ı	1	9	10
Mining including Coal Mining	4	2	1		ı	1	1		-	ç	6
anoitannal¶ IIA	80	2	1.		I	ı	-	ı	-	4	7
O. No. 147 : (a) How should fringe benefits be defined? (b) What should be their scope and content? (c) To what extent do such benefits affect production costs? (Reply to part (c) only)	1 2	1 Tend to increase production costs	2 Such benefits add to labour costs	3 Should not affect production costs too much	4 Should not affect production costs	5 Depends upon the quality and quantity of such benefits	6 It varies from industry to industry .	7 Increase, if any, would be off-set by in- creased efficiency	8 They cost between 20 to 30% of the total wage bill	9 No comments	TOTAL
1		1									

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-263

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2	1 Tend to increase production costs		3 Should not affect production costs too much	4 Should not affect production costs .	5 Depends upon the quality and quantity of such benefits	6 It varies from industry to industry .	7 Increase, if any, would be off-set by in- creased efficiency	8 Such benefits should have no relationship to production costs	9 No comments	TOTAL
	3 4 5 6 7 8 9 10 11 12 13 14	Tend to increase production costs 1 — — — — — — — — — — — — — — — — —	Tend to increase production costs	Tend to increase production costs	Tend to increase production costs	Tend to increase production costs	Tend to increase production costs	Truck to increase production costs	Tend to increase production costs	Tend to increase production costs

TABLE No. 4-263
REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

						Central	Central Trade Unions	nions				Empl	Employers Associations	iations	1
Serial Number	 Q. No. 147: (a) How should fringe benefits be defined? (b) What should be their scope and content? (c) To what extent do such benefits affect Production costs? (Reply to part (c) only) 	. א. ד. ע. כ.	Its affiliates	א. ז. ד. ט. פ.	estailfita et I	יט. ד. ט. כ.	Its affiliates	ж. ж. ж.	होडीयिह द्या	B, M. S.	Its affiliates	A. I. M. O.	estailfita etl	Council of Indian Emlpoyers	estaiffilia et I
_	2	60	4	ស	9	7	ဆ	6	10	11	12	13	14	15	16
-	Tend to increase production costs	1	-	1	-		ı	ı		1	1	1	2		15
8	Such benefits add to labour costs	1	1	l	1	ı	1	ı	I	ı	1	1	1	1	7
61)	Should not affect production costs too much	ı	7	ı	1	1	ı	1	en.	ı	ı	I	I	1	64
4,	Should not affect production costs.	1	1	1	-	1	١	ı	l	١	J	1	1	1	
Ю	It varies from industry to indutstry.	ı	-	ı	ı	ı	1	1	1	ı	ı	1		1	7
φ	Increase, if any, would be offset by increased efficiency		10	1	ı	2	1	1	-	ı	1	I	I	I	_
7	They cost between 20 to 30% of the total wage bill	1	1	1	ı	1	1	I	1	1	1	1	I	1	
∞	They should have no relationship to production costs	1	ı	ı	ı	1	1]	ı	1	1	1	I	1	
ġ)	No comments	1	23	l	20	1	2	-	2	l	'n	1	I	ı	on .
	TOTAL	-	38		22	m	2	-	6	1	5	1	80	-	26

TABLE No. 1-264
REPLIES TO THE QUESTIONNAIRE—GATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		IstoT	23	74	. 6	7	13	4	64	8	7	=	9	Ŋ	o	332	524
Others	}	slaubivibuI	ដ	4	67	1	-	١	ı	ı	ı	1	1	1	-	31	6
õ	anoi	Research and Other Institut	21	7	-	۱	1	١	1	1	1	1	١	ı	,	29	88
	unions	szie-llamZ	20	ı	1	١	ı	-	1	ŀ	I	ı	١	1	١	7	15
		Med ium-size	19	ı	1	ı	ŀ	1	1	I	١	1	1	1	ı	==	=
unions	Other	Large-size	18	2	11	1	1	I	1	ı	١	1	-	ı	ı	37	51
Workers unions		snoinU sibul IIA (>siw-yrtsubul)	17	1	4	1	-	- 1	I	ı	1	1	ı	ı	ı	10	15
\$		State/Regional Branches	16	1	_	1	ı	I	I	ł	١	1	I	1	I	34	3
	{	Central Trade Unions	15	1	4	1	1	I	1	١	١	ı	ı	-	l	-	7
crs, ons		Other Associations/ Organisations	14	14	7	1	4	-	1	ı	-	'n	***	64	£7	4	22
Employers* Associations	{	State/Regional Branches	13	ı	١	1	ı	. 1	١	1		I	1	ı	I	-	2
		Central Organisations	12	1	ı	1	ı	١	1	ļ	١	ı	1	1	-	-	7
	1.1	9zie-Ilsm2	11	1	١	ı	I	1	١	I	١	ı	١	I	I	-	8
rtaking	Private	Medium-size	10	-	2	1	I	1	١	ı	1	1	1	1	I	ထ	=
Enterprises/Undertakings] [Large-size	6	4	-	1	-	1	ı	_	7	1	-	١	-	23	24
erprises		Co-operative	8	ı	-	1	ı	١	-	I	I	١	ı	I	1	7	4
Ent		State Sphere	7	9	r)	1	-	١		I	-	-	1	-	١	30	45
	(r	Central Sphere	9	30	ထ	1	4	1	-	١		'n	673	-	ı	23	74
n ta	State	Others (including Local Bodies)	5	-	. 1	1	1	1	1	ı	I	1	1	i	ı	22	23
Government Departments	{ '(nods.I	4	5	'n	-	-	-	1		-	.1	١	ı	1	9	21
తద		Central	3	7	-	1	1	-	١	l	١	ı	ı	1	I	41	81
		Q. No. 148: How far can the infringe benefits be a substitute for higher carnings?	2	I Fringe benefits can act and be a substitute for higher money earnings	2 Fringe benefits will not be a full substitute for higher money carnings	3 Fringe benefits reduce the tax-burden .	4 Certainly subsidizes the income of the workers in real terms	5 Depends upon the quality and quantum of fringe benefits		•	8 It is not desirable	9 The earnings which a worker obtains on account of fringe benefits may be considered cash earnings and regarded as such substitute for higher earnings	10 They account for a good proportion in the totality of money earnings	11 They cannot be a real substitute for high- er money earnings	12 Vary from industry to industry and be taken into account while fixing minimum wages.	13 No comments	TOTAL .

TABLE No. 2.264

	Total	20	જ	22	10	- 6	-	9	11	5	4	7	123	248
	Others	19	27	6	ന	1 1	! !	84	, ø	64	7	93	23	127
	Paper & Paper Pulp	18	l	-	yu t	1		1	1	-	1	1	1.	65).
	Chemicals & Chemical Product	17	5	i	ŀ	ı	1	H	ļ	1	yes	1	ιζ	æ
ŝ	Fertilizers	91	8	-	≈,	1	l	1	1	ł	ı	ı	1	9
OYER	Air Transport	15	-	1	ļ	ŀ	1	1 1	1	ı	ł	1	-	2
(EMPI	Road Transport	4	က	ı	ļ	1	ļ	-	-	1	1	i	7	12
SIME	Fail Transport	13	, 1	-	1	ı	ļ	1 1	1	1	ł	l	1	1
GNO	Banking	22	-	1	ı	ı	ļ		I	ļ	1.3	-	-	89
F RESI	Oil extraction, Refining and Distribution	. 11	-	1	ļ	1	ı	61	Ļ	-	ł	. 1	81	9
O NOL	Engineering including Machine tools and Scientific instruments	02	. 25	-	1	ı	١	1 1	84	I	I	-		18
T STRIBUT	foot Succi	6	2	1	y4	1	-	H	1	.	ı	ı	8	9
1SE DI	Cement	8	2	١	ł	1	ļ	1 1	ı	ļ	ļ	ł	-	ജ
STRY-WISE	gaideildug bas gaitaird	7	2	l	ŀ	ł	!	1-1	1	ŀ	ı	ł	ന	r.
JUNIT.	All Textiles	9	2	თ	1	1	1		64	-	i	8	=	22
INAIRE	Trigud	5		4	1	I	_	-	ŀ	ł	ı	ł	4	10,
ESTIO	Mining including Coal Mining	4	ī,	-	ı	l	1	1 1	1	ı		1	7	6
HE OU	snonsinal¶ liA	. 60		, - 4	8	1	1	1-1	1	1	ļ	1	87	7
10 11				.,	D)		,,,	. •	.	4)				
APLE NO. 2 ANT REPLIES TO THE OUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)	Q. No. 148 : How far can benefits be a substitute for hig earnings?	2	1 Fringe benefits can act and be a substi- tute for higher money earnings	2 Fringe benefits will not be a full substi- tute for higher money earnings	3 Gertainly subsidizes the workers' income in real terms	4 Depends upon the quality and quantum of fringe benefits	_	6 Not to a great extent	The savings which a account of fringe ben dered as cash carnings substitute for higher e	9 They account for a good proportion in the totality of money carnings		11 Vary from industry to industry and be taken into account while fixing minimum wages		Тоты.
	Serial Number	-	-				_			•	91	=	12 1	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-264

Isto'T'	16	4	56	-	-	1	107		141
Others	15	ø	n	1	I	l	&	6	88
froquant bsoA	14	ı	-	ł	1	I	۱۰	٧	တ
roqenarT liaA	13	I	-	9=4	I	I	j -	4	97
Banking	12	1	ì	I	1	. 1	°	ი	တ
Oil extraction, Refining and Distirubtion	11	1	;= 4	ì	1	ì	1	1	
Engineering Including Machine tools & Scientific instruments	10	1	1	I	1	1	١٩	8	က
Iron and Steel	6	ł	8	1	I	ŀ	•	. n	5
Cement	8	1	,	1	1	1	I	1	1
gnichildu G & gnining	7	1		1	I	1	1	1	1
All Textiles	9	1	4	1	j	-	1 :	0	15
7egu2	5	I	1	-	I	1	1 9	5	2
Mining including Coal Mining	4	I	1	1	1	1	1	せ	4
anothental IIA	8		က	I	1	. 1	1	ĸ	12
Q. No. 148 :How far can the fringe benefits be a substitute for higher money carnings?	1 2	1 Fringe benefits can act and be a substitute for higher money earnings	2 Fringe benefits will not be a full substitute for higher money earnings	3 Certainly subsidizes the income of the workers in real terms	4 Depends upon the quality and quantity of such benefits .	5 They account for a good proportion in the totality of money earnings.		No comments	Total

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-264

	to affiliates	19	9	-	8		-	60	2	۱ ا	-	- ry	76
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ociatio	Council of Indian Employers	15		I	I	İ	1	1	I	Ì	-	- 1	-
Employers Associations	Its affiliates	14		1	-	· i		· i	i	ı		-	80
Employ	201-1(30-11)	1		,		'			ı	'		•	
	A. I. M. O.	13		1	1	I	I	1	.	, 1		-	_
			,										
	Its affiliates	12	!	i	l	ļ	ļ	ļ			ļ	S	, c
	B. M. S.	==	1	1	ı	ļ	ļ	1	. 53) 	.	=	1
	Its affiliates	2	1	ຕ	I	ļ	I		1	İ		9	6
	. В., М., Б.	6		i	ı	i	ı	ı	*	. 1	ı	pred	1
Unions	·			·	·	•	•	,	•		·		
Frade	Its affiliates	8	ı	J	ļ	ļ	ļ	1	I	İ	ļ	7	2
Central Trade Unions	n. r. u. a.	7	,	-	i	1	ļ	I	I		j	1	8
5	enfalliates	9	1	2	Ì	I	ļ	ı	J	1	I	19	22
	A. 1. T. U.C.	5	1		1	ı	i	ı	1	1	ı	ı	
	21114		,	,	,	'	ı	•	ł		1	•	
	Its affiliates	4	1	15	İ	ļ	1	. 1	ļ	1		22	88
	ו. א. ד. ט. מ.	3	1	-	ļ	1	I	1	i	ļ	I	1	-
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	Q. No. 148: How far can the fringe benefits be a substitute for higher money earnings?		Fringe benefits can act and be a substitute for higher money earnings	They will not be a full substitute for higher money earnings	Certainly subsidizes the income of the workers in real terms.	quantum	•	The savings which a worker obtains on account of fringe benefits may be considered as cash earnings and regarded as substitute for higher earnings	They account for a good proportion in the totality of money earnings	They cannot be a real substitute for higher money earnings	8		•
	an the higber		d be a:	bstitute	incom.		•	er obta may l nd regi	proport	bstitute	dustry fixing	•	Total
	n far cr	2	act an	full su	ces the	qualit	•	a work enefits ings a	good 1	real su	y to in t while	•	Ĥ
	: Hov		fits car	ot be a	ubsidiz	on the	irable.	which inge b sh earr or high	nt for a	arning	industraccoun	nts	
	Q. No. 148 benefits be a earnings ?		Fringe benefits can act and for higher money earnings	They will not be a fi er money carnings	Certainly subsidizes t workers in real terms	Depends upon the quality and of fringe benefits	It is not desirable.	The savings which a worker obtains on count of fringe benefits may be condered as eash earnings and regarded substitute for higher earnings	They account for a good pr totality of money earnings	They cannot be a re er money earnings	Vary from industry to industry and taken into account while fixing mini wages	mrne	
			Frin for h			of fr		6 The coun derected subst		8 They	9 Vary f taken i wages		
	Serial Number	_	-	64	φ)	4.	ς,	•	7	w	U ,	10	

TABLE No. 1.265 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

	mio + 1	23	79	21	30	973	10	r.	4	_	_	_	300	524
**	Total]
Others	elaubivibaI	22		1	1	l	1	ł	2	Ì	- 1	ı	33	\$
-	Research and Other Institutions	21	1 2	_		l	!	I		1	1	1	28	33
	g szis-lism3	20	-	-	1	1	1	١	١	I	1	1	 60	15
	Medium-size	19	1.1	I	1	١	ı	١	I	1	1	1	=	=
ions	Darge-size	18	1 15	7	es	I	1	I	١	1	Ţ	1	30	21
Workers unions	anoinU gibnI IIA (seiw-yrigubai)	17	+-	1	_	1	ı	1	١	1	1	. 1	6	15
Work	State/Regional Branches	16	13	l	7	I	1	I	ı	ı	1	I	25	42
	Sentral Trade Unions	15	ا ا	-	1	ı	1	1	1	-	1	1	ı	,
æģ	Other Associations/ Organisations	14	18 5	10	ĸ	I	2	_	١	ı	-	1	42	2
Employers Associations	State/Regional Branches	13	11	l		ł	PRES	1	I	ı	Ì	ا	1	2
Emp	enoitssinagrO larinaD	12		1	-	ı	1	1	Ī	1	1	1	ı	2
	C Small-size	11	11	1	1	1	1	١	1	1	I	I	7	2
so bo	Medium-size	10	- 2	I	1	_	ı	1	ı	1	1	ļ	~	=
rtakin	Large-size	9 1	ಬಜ	1	8	-	_	ļ	1	1	ı	1	=	24
s/Unde	Co-operative	æ	2 1	ı	1	1	1	ļ	ı	1	ı	ļ	-	4
Enterprises/Undertakings	State Sphare	7	3	7	1	1	1	l	1	1	ı	_	29	45
Ent	Gentral Sphare	9	32	_	13	_		1	ı	ı	ı	ı	21	74
	Bodica) . (soibod	5	£ _	 .	1	1	1	_	ı	1	ı	ı	17	23
nment	Difficts (including Local	4	44	85	-	1	1	60	1	1	1	1	9	21
Government Departments	Central	er)	2	l	1	1	1	Į	1	1	l	ļ	15	18.
	([,,5]					•	н •			, ,	٠ پ	ь.		1
	Q. No. 149: Do the existing wage differentials in the plants within your knowledge appropriately reflect the considerations mentioned in the report of the Committee on Fair Wages, viz., degree of skill, strain of work, length of work, training requirement, responsibility undertaken, mental and physical strain, disagreeableness of the task, hazards of work and fatigue?	. 2		3 To some extent	4 No, wages at present have not been fixed on a scientific study of various jobs in most cases	5 The Govt, should not concern itself .	6 Yes, through sound job valuation programme	7 Yes, in relatively bigger units .	•	9 The wage differentials are more mathematical than scientific	10 They are as a result of the awards of court in our industry	11 They are fixed by agreements in our industry	12 No comments	TOTAL

TABLE No. 2.265

1	latoT	28	88	13	23	en.		_	-	-		13	248
	Others	19	22	0 60	16			_	i	ı		68	127
	Paper & Paper Pulp	18	j -	~	1			i	_	ı	ı	/ _ ,	3 1
	Chemicals & Chemical_Products	17	2 -		1	1		1	i	1	ı	4	8
	Fertilizera	16	4	ii		' '		i	, i	1		i	9
YERS)	froquestT niA	15	\ -	· ·	1	'	_	i			1	1	2
RESPONDENTS (EMYLOYERS)	Road Transpor	14	4	' 1 1	1	1	i		1	1.	ï	 ∞ .	12
rs (B)	Figure Transport	13 1	1	' ' I I	1	1	ı	1		. ' . i		1	1
DEN	Baiking .	12 1		· ·	. '	1	i	1	1	d-	,		න
SPO	Distribution	11 1	e -	' - 1	1	1	-	'		ı	'		9
OF R	Oil extraction, Refining and	-			,	1		•	•	1	1	,	
	Engineering including Machine tools & Scientific instruments	10	=	۱ ۲	,,,,,	l	İ	I	İ	1	l	4	18
RIBU	lests bas norl	6	2 6	4	Ī	***	1	1	i	i	1	-	9
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WISE		~		ı	'	ı	ı	1.	1	1			
STRY	gaidsildof bas gaitairs	7	2	۱ ۳	1	i	1	1	1	1	[2	Σ
INDU	All Textiles	9	9	۱ ۲	ಜ	i	-		1	—	ı	6	22
IRE	Sugar		& -									4	
ONINA	2021/5	ις.	., -	~	ı	1		1	i	ı	j	9	10
QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION	Mining including Coal Mining	4	34	-	1	1	. 1	1	1	1	i	က	6
HE Q	enoitetasIA IIA	62	-	67	_ 1	i	i	1		j	1	4	7
TO THE	,												
REPLIES	wage n your report i, efc., i,		•	• •	fixed obs in	ncern	pro-	•	dy in	ids of	ed by	•	٠
REP	existing its within reflect in the in the vork, I work, rement, re al and ph of the				esent have not been fixed study of various jobs in	ot co wage	luation	its .	one on	awa.	they are fixed by		Total
	e en plants trely oned in Far of we ordiner of the control of the			٠.	haven y of va	imura	obeval	ger un	peen d	of the	they .	•	
	Do the propriet mention tree on listrain ling required aken, me ecablence k and fati	2	,	• _	oresent stud	ent sh	ound jo	ely big	n has t	result	sation,	•	
	149: ials in ge app rtions commit f skill train undertain disagre		roå -	exten	vages at p scientific cases	vernm	s ugno	relative	Juation	e as a our ir	organi nts •	ments	
	O. No. 149: Do the existing wage differentials in the plants within your knowledge appropriately reflect the considerations mentioned in the report of the Committee on Far Wages, viz., degree of skill, strain of work, length of work, training requirement, responsibility undertaken, mental and physical strain, "disagrecableness of the task, hazards of work and fatigue?		Kes k	To some extent	No; wages at present have not been fixed on a scientific study of various jobs in most cases	The Government should not concern tself beyond the minimum wage	Yes, through sound job evaluation programme	Yes, in relatively bigger units	Job evaluation has been done only certain industries	They are as a result of the awards of court in our industry	In our organisation, agreements .	No comments	
	Serial Number	-	I A	ž H v m	4. X 9 8	S T	¥ €0 9	7 4	<u>ლ</u> გ	— გ ტ	10 K	Z	
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REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS—(UNIONS) TABLE No 3-265

	Total	91	, 2	7	*	9	-	88	=
	eradiO	15	1	23	-	*		29	88
•	Road Transport	14	1	ı	1	. 	1	7	က
IONS)	Transport	13	1	-	-	1	1	-	80
NTS—(U)	gridnsf	12	_	1	1	1	1	. 2	က
ESPONDE	Oil extraction, Refining and Distribution	11	. 1	-	ı	1	1.	1,	-
ION OF R	Engineering including Machine from the foot	01	1	. –	-1	1	1	64,	85
STRIBUT	leon and Steel	6	-	1	1	I	1	ന	κŋ
TABLE No 3·265 USTRY-WISE DI	Сетелі	æ	1	-	I	1	1	1	-
TABLE 1	Princing & Tullishing	7	1	1	1	1	1	***	-
r R—INDI	All Textiles	9	1	&	1	1	1	7	15
ONNAIR	gnärr	5		i	1	1	I.	7	2
UESTIC	Mining including Coal Mining	4	1	1	١	. 1	1	*	*
THE	enoinanal¶ UA	3		4	7	yand	1	10	12
TABLE No 3-265 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS—(UNIONS)	O. No. 149: Do the existing wage differentials in the plants within your knowledge appropriately reflect the considerations mentioned in the report of the Committee on Fair Wages, viz., degree of skill, strain of work, length of work, training, requirement, responsibility undertaken, mental and physical strain, disagreeableness of the task, hazards of work	2	1 Yes	2 No	3 To some extent	4 No, wages at present have not been fixed on a scientific study of various jobs in most cases	5 The wage differentials are more mathematical than scientific	6 No comments	TOTAL
22-1 N	· '	1:	l						•

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS UNION/ASSOCIATION-WISE **TABLE No. 4**·265

Its affiliates	91.	ಐ	'n	7	er)	I		i	7	36
Council of Indian Employers	. 15	·	-	Į.	ſ	1	ì	1	ı.	
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.O. M. J. A	13	ı	l	١	-	!	1	1	l	-
solailfila et I	12	·	l	1	1	i	l	. 1	iO.	5
B. M. S.	=	I	I	1		I	. 1	I	i	-
Its affiliates	10	1	es)	I	-	1	1	İ	ഹ	6
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Its affiliates	8	I	~	ì	I	!	!	1	yeed	2
U. T. U. G.	7	I	2	İ	ı	i.	1	-	İ	33
entailifige est	9	ı	9	1	ı	I	l	1	13	22
A. I. T. U. C.	. 5	ı	Ì	l	I	I	ì	I.	1	1
Its affiliates	4	-	16	-	*****	I	1	I	10	38
L.N.T.U.G.	8	İ	1	I	1	1	1	I	1	-
O. No. 149: Do the existing wage differentials in the plants within your knowledge appropriately reflect the considerations mentioned in the report of the Committee on Fair Wages, viz., degree of skill, strain of work, length of work, training requirement, responsibility undertaken, mental and physical strain, disagreeableness of the task, hazards of work and fatigue?	1 2	1 Yes	2 No	3 To some extent	4 No; wages at present have not been fixed on a scientific study of various jobs in most cases	5 Yes, through sound job evaluation programme	6 Job evaluation has been done only in certain industries	7 The wage differentials are more mathematical than scientific	8 No comments	TOTAL
	O. No. 149: Do the existing wage differentials in the plants within your differentials in the plants within your knowledge appropriately reflect the consideration in the plants within your knowledge appropriately reflect the consideration in the report of the Committee on Fair Wages, n.z., degree of skill, strain of work, length of	Q. No. 149: Do the existing wage differentials in the plants within your knowledge appropriately reflect the considerations mentioned in the report of the Committee on Fair Wages, viz., degree on Fair Wages, viz., degree Committee on Fair Wages, viz., degree Committee on Fair Wages, viz., degree Committee on Fair Wages, viz., degree Committee on Fair Wages, viz., degree Committee on Fair Wages, viz., degree Committee on Fair Wages, viz., degree C	O. No. 149: Do the existing wage differentials in the plants within your knowledge appropriately reflect the considerations minimized to considerations mentioned in the report of the considerations mentioned in the report of the considerations mentioned in the report of the considerations mentioned in the report of the constraint of the report of the constraint of the c	O. No. 149: Do the existing wage differentials in the plants within your knowledge appropriately reflect the construction of the real substitution for the construction of skill status of work, length of work, length of skill status of work, length of work, length of skill status of work, length of wor	Q. No. 149: Do the existing wage differentials in the plants within your removedage appropriately verger (neconsiderations memorical in the plants within your fortune one siderations memorical that reflect the considerations memorical that reflects appropriately reflect the considerations are proposed in the reflect of committee or Fair Wages, u.c., degree of committee or Fair Wages, u.c., degree of committee of work, leavest of Y. T. T. T. T. T. T. T. T. T. T. T. T. T.	Q. No. 149: Do the existing wage differentials in the plant of the constraint wage and differentials in the plant of the constraint of the	Q. No. 149: Do the cristing wage differentials in the plants within your siderentials in the plants within your siderentials in the plants within your siderentials in the plants within your siderations mentioned in the report of the Committee of Fig. 1 and 1 and 1 and 1 and 1 and 1 and 1 and 1 and 1 and 1 and 1 and 1 and 2	Q. No. 149: Do the existing wage differentials in the plants within your remained in the report of the converge appropriately are the report of the converge appropriately are the report of the convergence of skill, strain of work, length	We should be cristing wage differentials in the plants withing wage between the cristing wage differentials in the plants withing wage and report of the countries on Fair reports of the countries on Fair reports of the countries of the rank, hazards of the tank	Work and faiting the cristing wage differentials in the plants within wage concludes appropriately effect to conclude a personal base of the task, hazards o

TABLE No. 1-266 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		S D	Government Departments	nt its		Enter	prises/U	Enterprises/Undertakings	kings		Employers Associations	yers	-		Worke	Workers unions	SI		!	Others	
			} # \{	State			1	٦	Private	((1		l			Other	er unions	\ g \	Racit	[
Q. No. 150: (a) What has been the effect of the existing systems of dearness allowance on wage differentials? Exp. S. S. S. S. S. S. S. S. S. S. S. S. S. S	ect of the exisallowance on	Central	Labour	Other (including Local	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size Small-size	Central Organisations	State/Regional Branches	Other Associations/ Other Associations	Central Trade Unions	State/Regional Branches	enoinU sibnI IIA (Seiw-yrieubnI)	Large-size	Medium-size	əziz-llgmZ	Research and Other Institu	el subivibri I	Total
1 2		3	4	5	9	7	80	01 6	0	12	13	14	22	91	17	18	19	20	21	22	1 23
	increase the atical jobs in	1	_	1	4	-		-	1	1	1 -	- '	2	1	– c	1 -	1	1	- -	۱۰	10
	nificant effect	1		2		. 2	1	4.	1	1	-	7	1	-	7	-	1	1	• ,		3
3 Existing system has affected wage differentials to some extent since there is no rationalisation of D.A. paid	ffected wage nt since there paid	1	-	1	9	1	ı	2	1	1	1	-		-	1	2	1	1	1	1	4
4 There is no system of D.A. in our industry	A. in our in-	-	1	` ` 1	1	1	' 1	1	1	1	1		1	1	1	1	1	1	1	1	
5 We follow the Government practice	practice .	1	1	1	4	2	' 	1	1	1	1	1	١	1	1	ı	1	1	1	- 	62
6 It has narrowed down the wage differen-	wage differen-	1	9	-	10	5	1	2	1	1	. 1	6	-	-	1	73	I	ļ	-	1	35
7 There is a variation in D.A. from region to region and from industry to industry.	A. from region	1	1	1	64	' 	ı I	1	, ,		1	· •n	1	+	;	 -	1	i	ſ		o 5.
Existing D.A. has no relation to wage differentials	ation to wage	1		4	-	.'		ي ا	1	1	1.	2	1,	; ;1		-	1	j	7.	-	Ξ
9 Wage differentials are justified since they depend upon region and occupation	ustified since and occupa-	1	. 1	1	. –	1	1	1	1		, <u>1</u>	. •	·	1	1	1	1	e - I	1		_
10 There has been a satisfactory effect in our unit	ctory effect in	1	1	1	ı	2	-	1	1	1	Ì	١	Į	1	Ì	_	ı	1	1	I	4
11 Existing system is responsible for setting wage differentials	nsible for up-	Ī	2	1	9	4	' 1	1	-	7	-	۵	æ	ry.	2	œ	1	-	1.	-	7
12 It depends upon the extent of neutra- lisation	nt of neutra-	1	-	I	1	1	1	1	1		l	1	1	[Į		I	١.	1	1	2
13 We follow the government practice which is responsible for upsetting wage differentials	government practice ic for upsetting wage	I	,	1				1	1	1		1	1	[1	1	1		1		2
s		11	7	20	28	33	3	13 1	10	-		52	1	33	6	34	=	14	29	35	349
	TOTAL .	18	21	23	74	45	4	24	=	2 2	2	8	7	42	15	51	11	15	33	5	524

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2 4 2	2 6 8 3
2 4 2	2 6 8
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5	7
• •	TOTAL .

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) **TABLE** No. 3.266

lgioT	91	en 4∗	*		64	2	-	61	101	141
Others	15	84 - −	8	-	7	_	-	б .	1 68	88
Road Transport	14	. 1 -	1	ı	1	ı	i	-	· -	က
Transport	13	1.1	1	-	İ	1	I	-	, I ***.	es .
gnixing	12	1 -	1	*		1	1	. 1	84	en
Oil extraction, Refining and Distribution	11	1	1	. 1	ł	1	1.	⇔ `(11	-
Engineering including Machine tools & Scientific Instruments	10	1 1	. 1		ı	1	ı	-	1 24	က
fron and Steel	6	==	1	-	I	ı	1		- 84	5
Cement	8	- 1	ļ	1	1	1	I	l	1-1	-
Princing & Publishing	7	11	ļ	1	i	ı	ı	1	1 -	-
estires IIA	9	11	1	-	1	-	1	87	1 2	15
Sugar	5	11	1	1	1	1	I	1	64	2
SainiM IsoD Saibudəni SaiaiM	4	1 1	1	1	1	1	1	1	- 1 +	4
snoitainal¶ IIA	60	11	67	1	1	ļ	Ι.	8	() eo	12
Q. No. 150: (a) What has been the effect of the existing systems of dearness allowance on wage differentials?	84	Existing system allows to increase the wage differentials in identical jobs in different industries 2 It has not created very significant effect	3 Existing system has affected wage differentials to some extent since there is no rationalisation of D.A. paid	4 It has narrowed down the wage differentials	5 There is a variation in D.A. from region to region and from industry to industry	6 Existing D.A. has no relation to wage differentials	7 There has been a satisfactory effect in our unit	8 Existing system is responsible for up- setting wage differentials	9 It depends upon the extent of neutralisation	TOTAL

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.266

												_	1 1
	Its amliates	16	. 23	47	-	_	2	2	23	øn.	ļ	G.	58
Employers Associations	Council of Indian Employers	15	. L.	1	I	I	ı	1	1	•••	1	4	
Employers	Its affiliates	14	- '	-	I	I	1	1	1	•••	1	1	8
	. м. о.	13	1	j	1	I	I	I	I	-	1	1	-
	Its affiliates	12	1	1	1	1	.1	1	I	1	I	ĸ	5
	B. M. S.	11	1	1	ı	I	1	1	ı	-	1	1	-
	Its sffliates	10	l	1	1	I	2	1	1	1	1	1	6
nions	н. м. s.	6	1	1	1	!	1	į	1	-	1	١.	-
Trade U	estaiffla ett	8		1	1	1	1	-	1.	1	I	-	2
Central Trade Unions	יט. יד. יט. פ.	7	2	I	١	1	1	I	1.	,	- 1	1	က
	estailiffa erl	9				1	ļ	1	1		1	19	22
	א. ז. ז. ט. מ.	ა	1	I	I	1	1	1	1	1	1	.1	1
	tes affiliates	4	_	7	-	١	1	1	1	01	•••	22	38
	ו. א. ד. ט. פ.	က	1	I	1	1	1	1	1		1	1	-
	Q. No. 150: (a) What has been the effect of the existing systems of draness allowance on wage differentials?	2	Existing system allows to increas wage differentials in identical ji different industries	It has not created very significant effect	Existing system has affected wage differentials to some extent since there is no rationalisation of D.A. paid		It has narrowed down the wage differentials	There is a variation in D.A. from region to region and from industry to industry	Existing D.A. has no relation to wage differentials	3 Existing system is responsible for up- setting wage differentials	9 It depends upon the extent of neutra- lisation		Тотаг
	Serial Number	-	-	CV	62)	4	.C	9	7	&	J,	20	

TABLE No. 1-267 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		38	Government Departments	its		Enterprises/Undertakings	ises/Uz	dertaki	ng.		Associ	Employers Associations	1		Worl	Workers unions	ions		•	Others	
•			\$	State				F (Private	((([δĺ	Other Un	Unions	l n		٠.
Serial Numbet	O. No. 150 t (a) What has been the effect of the cristing system of dearness all owance on wage differentials? (b) What steps would you suggest to rationalise present arrangements? (Reply to part (b) only)	Central	Labour	Others including Local Bodies	Central Sphere	Statt Sphere	Co-operative	Large-size	Medium-size	Small-size Central Organisations	State/Regional Branches	Other Associations/	organisations Oentral Trade Union	State/Regional Branches	anoinU aibnI-llA (>siw-yriaubnI)	Large-size	Medium-size	Small-size	Research and Other Institution	*laubivibu1	lato'T
1 -	2	3	4	5	9	7	8	9 1	10 11	1 12	13	**	15	16	17	18	13		=======================================	2	133
_	By introducing uniform system for payment of D.A. by suitable legislation.	1	1	1	2	-	1	-	. 1	1	1	. 2		1	1	2	.1	· -	.1	-	2
8	Wage structure should be based on results of job evaluation and analysis	!	က	į	2	2	ı	دى ا	***		ı		1.	64	1	2	1	1	1	84	23
ed.	Wages of different categories should be linked to a consumer price index below which prices are not likely to fall and the rise to be absorbed by a separate component	1		· 1	ı	1	; I	i	!	!	!	1	-	. 1	1	1	1	1	1	.	6
4	m should be in on a percentage	1	ļ	1	2	. 2	' !	. 1	ı	1	,	en 1	1		1	6	1	1	j	I	52
ເດ	D.A. as a separate component should be abolished	I	1				ı	į.	- 1		}	!	****	1	1	8	I	1	1	!	
9	By adopting different range of neutra- lisations	I	84	1	_	-	ı	-	1		_		1	1	1		1	.	i	ı	
	g D.A.	1.	_		4	1	ı	_		1	1		1	1	1	l	I	I	1	ı	· œ
&	By gradually eliminating the wage differentials	I	I	1	-	ı	1	ı	1		-		l	[®] I	8	-		1	1	ı	4
o,	By adopting a national policy of basic consumer goods	1	_	I	60	1	1	i	1		1		1	1	1	1			1	1	φ
30	Nothing is necessary	ı	I	,,,,,,	2	_	_	i 	!		l	in	I	1	١	1	1	1	2	1	
=	By maintaining the real wages	l	1		i	i	1	1		1	1	l	l	1	1	-	İ	1	I	I	2
12 1	By having different rates of D.A. for various categories	1	1		1	-	ı	1		1	1		_	ļ	1	1	I	ļ	ı	-	60
13	By fixing a ceiling on increase in D.A. beyond certain point	1	1	1	_	1	, 1	-	1	1	1	8	l	1	1	****	I	ı	ı	ı	, ro
4	Present system is considered rational .	-	1	ı	_	-	1	-			1	!	1	1	1	ŀ	I	I	-	l	5
2	By revising the present system	1	_	1	-	!	1	1		1		1	-	1	. 1	I	1	-1	ı	.	873
																		,			

	The second control of the second control of		,	,		TA	TABLE No. 1-267—(contd.)	. 1.26	7 (con	(q.)	-				:		,					ļ.
-	2	3	4	5	9	7	8	9 1	10 1	11	12	13	4	15 1	16	17	82	92 20	12	ដ		23
91	By merging a portion of dearness allowance with basic wage	1	İ	1	ຄ	- 1	. 1	- 1	1	1	1	1	ເດ	8		4	έ.			, 1	1	20
17	The rate of D.A. should progressively decline as the rate of wages increases	1	· —	İ	1	1	1	1	1	1	İ	. 1	.	1	1	ı	1		i		1	-
87		l	I	i	1.	1	ı	. 1	1	1	I	İ	۱.	ı	_	1		1		,	1	₩.
19	By providing basic necessities at subsidised rates	1	i	İ	i	_	- 1	. 1	1	İ	ı		.	1	1		i	1	1	i	1	-
02	Thereshould be a uniformity in payment of D.A. in Government and private industries	. 1	1	. 1	-	1	1	1	1	1	1	ı	1	1	<u>-</u>	. 1		. 1	1	-	2	i,
77		1	-	1	- - 	; - -	, 1	1	, 1,	İ	, 1	1.	- , 1;	1	1	1)	. 1		1:	,	1	****
73	Wage structure should be based on results of job. evaluation and a ceiling be fixed on increase in D.A. beyond a certain point	, 1	İ	: 1	- 1	- [1	- 1		-	₀ 1	1	freed	1	1	1		i I		1	t	2
23		. 1	İ	. 1	ī	1	ī	ı	ı	İ	İ	İ	1	1	-	ı	1			1	ı	-
24		ı	İ	1	1 .	1	1	1	1	1	1]	j f	1	-		1 1	1 1		i -	i i	
25 26	by achieving price stability A small increment should be given for every year or once in two years in addition to wage differentials	1 1	1 1	1 1	- 1			- -	1 1	1	1 1		<u> </u>	1	l i	1 1	·	 I I		• 1	1 1.	
27		. 1	; 1		.	1	ŧ	-	. <u>[</u>	· .	. 1		Ŀ	. 1	1	t	18	ı	· 1	1	1	_
28		.	·	: 	7	ł	-	. 1	i	1.	ŀ	Į.	ļ.,		.	1.		-	i.	. 1	1	2
3 5 2	By reviewing the situation once in 3 or 5 years or revising wage structure every 4 or 5 years	1	. 1	1	_	1	<u>.</u>	1	1	. 4,-7	1	o gale	in the second	. 1.	, j.		· - † ·	. 1.	- 1	1	_	5
ଛ	₽ S	l	İ	. 4	1		. 1	1	I	1	1	1	. 1	İ	. 1	. ا :	. 1		.	1	t	-
E 8	By fearing piece rates for piece-rated occupations	I i	1 1	· - -		1, 1			ľ		.1 - 1	.1.1	1 1	1_1	Fed	<u>-</u> 11	1, 1	*	1 1	1.1	1 1	
33		18	80	21	35	33	67	12	6		-	, .	99	-	32	6	34	11	+:	28	\$	361
	TOTAL	18	苏	91 × 29	#	45	4	24	11	2	2	2	22	7	24	15	.51	=	15	93	9	524

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2-267

1	IstoT	22	ی ر	- 4	17	4	4			r.C	10	8	44	4	-	€0	-	-
	Others	19	60	မှ	12		8	'		4	ಣ	23	!	ı	!	ຄວ	-	₩
	Paper & Paper Pulp	18	1	1	i	1	1	i	1	ļ	-	ı	1	1	1	1	1	. [
	Chemicals & Chemical Products	17	I	1		1	_	1		I	. 1	1	1	-	ı	I	1	
	Fertilisers	16	2	1	1	1	!	7	1	-	-	1	ı	1	ı	1	1	ļ
ERS)	JanganetT TiA	15	1		1	1	I	1	ļ	1	. 1	1	1	l	I	-	1	
(EMPLOYERS)	Road Transport	14	1	1		1	_	1	1	ı	, , 1	1	ı	Į	1	1	1	1
	TroqensTT lisA	13		-	1	1	1	1	1	1	, , 1	1	ı	-	1	1	1	
DEN	3aista G	12	1	-4	1	1	ļ	1	. 1	1	· . ₁ 1	-	ļ	1	1	-	1	1
KESPONDENTS	Oil extraction, Refining and Distribution	=	I		73	I	1	Į	1	ł	1	1	1	1	I	1	1	ļ
בֿל בַּי	Engineering including Machine Tools & Scientific Instruments	10	I	84		I	I	-	-	1	2	1	1	-	1	-	1	1
KIRCI	lest Sping norl	6	1	ı	, 1	1	1	8	Į	1.	1	ļ	1	-	_	1	ļ	ľ
E DIST	Cement	ဆ	-	1	1	1	Į	1	1	I	. •	I	1	1		i	I	ı
INDUSTRY-WISE DISTRIBUTION OF	gaintildud bas gaitaira	7	1	ı	1	-	1	1	1	1	8	1	1	I	1	1	ļ	l
SOCIAL	eslitzsT IIA	9	1	8	-		I	2	1	ļ	,	1	I	1	1	8	1	1
MINE	Sugar	5	1	1	1	1	1	1	!	ļ		1	٠,	i	!	!	1	ı
COESTION	Mining including Coal Mining	4	ı	-	1	-	ı	1	1	i	i	1		1	!	1	1	ı
	snoitstasf¶ IIA	ဆ	1	I	1	1	۲	1	i	ı]	1.	· -	1	1	1	1	1
KEFLIES IO THE	O. No. 150: (a) What has been the effect of the existing systems of dearness allowance on wage differentials? (b) What steps would you suggest to rationalise present arrangements? [Reply to part (b) only]	1 2	1 By introducing a uniform system for payment of D.A. by suitable legislation	2 Wage structure should be based on results of job evaluation and analysis	3 Slab system should be introduced by giving a percentage relationship to basic wages	4 D.A. as a separate component should be abolished	5 By adopting different range of neutra- lisation	6 By linking D.A. to cost of living index .	7 By gradually climinating the wage differentials	:8 By adopting a national price policy of the basic consumer goods	9 Nothing is necessary	10 By having different rates of D.A. for various categories	II By fixing a ceiling on increase in D.A. beyona a certain point	12. Present system is considered rational .	13 By revising the present system	14 By merging a portion of D.A. with basic wage	15 By providing basic necessities at subsidised rates	16 There should be a uniformity in payment of D.A. in Government and private industries
	Scrial Number	_	-	64	,	4.	m.3	æ	17	***	÷.	Ē	122	-	=	÷	_	

• •	!			TAB	LE No. 1	TABLE No. 2.267-(contd.)	outd.)										
2	က	4	75	9	7	8	6	01	=======================================	12	13	14	15	16	13	18	19
17 Wage structure should be based on results of job evaluation and a ceiling be																ì	
fixed on increase in D.A. beyond a cer- tain point	I	I	j	I	1	i	-	,	I	. 1	I	I	ı	ı		· 	١
18 Wages should be so rationalised as to climinate the payment of separate D.A.	I	i	i	_	1	I	' ·	۱ ا	ļ	ı					•		ı
19 Wage differentials should be maintained in the total wages	I	ļ	1	i	1	ļ	1	I	I	ļ	I				· 		1
20 By reviewing the situation once in.	j	I	-	I	1	Ì	. 1	I	I	۱		۱ ۰	-			i	=
21 All-India price index should be taken to rationalise D.A.	, I	I	1	1	ı	1	i	i	1	١	1	•	•				ı
22 28 framing piece-rates for piece-rated occupations		I	1	i	I	I	I	1	I	I	1	. ' !		•	·	ı	ب م
23 It is left to the Government .	I	I	١	ı	ļ	ı	1	1	ı	1	1	1	,	1	1	1	, 544
24 No comments.	9	9	7	12	7	2	-	8	ĸ	-	1	ø	ı	_	15	2	86 151
TOTAL	7	6	01	22	5	82	9	18	9	3	1	12	2	9	8	3 1	127 248

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-267

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froquarT baoM	14	1		1		I	ł	1	1	. 01	l	l	1	l	1
troqanarT liaA	13	-	ı	1	ł	ı	ı	-	ł	ı	1	ı	1	ì	` •
Banking	12	1.	1	ı	ı	i	į	: 1	I	l	ľ	I	wit	i	: 1
Oil extraction, Refining and Distribution		1	1	ì	I	I	1	ł	ı	24	i	1	ŀ	ì	1
Engineering including Machine tools & Scientific instruments	10	ı	-	i	I	1	1		I	.	ľ	1	1	1	į
Iron and Steel	6	I	1	I	1	~	1	-	1	l	1	l		I	1
Cement	8	1	1	1	1	1	1		1		l	1	-	I	
gaideilda g & L adiahag	7	1	1	.1	1		1	1	1		1	1	1.	1	1
Sugar All Textiles	9	-	_		-			1	1	1	i	1		1	1
Mining including Coal Mining	4 5	. 1	1	. 1	1	1	i	8		·1	ļ	1	1	i 1	Į
enoitenasia IIA	89	2	,		,			,		1		1	7	· 	. "
le o				4				в.		64. V.				n.s	
Q. No. 150: (a) What has been the effect of the existing systems of dearness allowance on wage differentials? (b) What steps would you suggest to rationalise present arrangements? [Reply to part (b) only]	2	By introducing a uniform system for payment of D.A. by suitable legistation	Wage structure should be based on results of job evaluation and analysis	Wages of different categories should be linked to a consumer price index below which prices are not likely to fall and the rise to be absorbed by a separate components	State system should be introduced by giving DA. on a percentage relationship to basic wages	D.A. as a separate component should be abolished	By adopting different range of neutra- lisation	By gradually eliminating the wage differentials	By maintaining the real wages . ,	By having different rates of D.A. for various categories	By fixing a ceiling on increase in D.A. beyond a certain point	revising the present system .	basic wage bortion of D.A. with	Price rise neutralisation should be on the basis upto at least Rs. 200 per month	There should be a uniformity in payment of D.A. in Govt. and private industries
Scrial Number	-		2	67	4	ĸ	9	7	∞	.0	2	= ;	17	5	4.

					TABL	TABLE No. 3.261-(outd.)	261—(00)	ud.)							
-	2	eo	4	ń	9	7	8	6	01	==	12	13	14	15	16
15	15 By linking D.A. to cost of living index and by merging a portion of D.A. with basic wage	1	ı	ļ	1	,	j		,	1	1			-	-
	It should be rationalised on the basis of suggestions of the Committee on fair Wages	l	I	. 1	i	ı	ī	i	ı	1	1	1	1	64	64
17	17 A small increment should be given for every year or once in two years in addition to wage differentials	[Î	i		1	I	J	1	*-	ı	1	ï	ı	-
18	18 No comments	9	4	2	10	-	i	7	က	-	67	67	-	67	101
•	TOTAL	12	4	2	15	1	-	23	က	_	က	က	က	88	141

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.267

						Central	Central Trade Unions	nions					Employers Associations	Sociations	
	Q. No. 150: (a) What has been the effect of the existing systems of dearness allowance on wage differentials? (b) What steps would you suggest to rationalise present arrangements? [Rephy to part (b) only]	.b. л. тU, с.	Its affiliates	A. I. T. U. C.	estailifia et I	ט.ע.ע.מ.	estailifia et I	.г. м. н	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	estifita et I	Council of Indian Employers	Its affiliates
	2	3	4	5	9	7	æ	6	10	111	12	13	41	15	16
Ø E	By introducing uniform system for payment of D.A. by suitable legislation	ĵ		1	Ţ	ı	1	1					-		2
25	Wage structure should be based on the results of job evaluation and analysis.	1	i	i		ţ	I	į	-	,	1	1	i	-	က
20.20	Slab system should be introduced by giving D. A. on percentage telationship to basic wages	i	œ	ı	į	ı	į	- 1	1	1	I	1	. 1	İ	61
Ď,Ž	D.A. 1 as a separate component should be ablolished	I	İ	1	i	1	ļ	-	1	ţ	ţ	ţ	1	i	
By	By adopting different range of neu- tralisation	İ		I	i.	ļ	į	1	ţ	I	ţ	1		į	-
Ę,	By linking D.A. to cost of living index .,	' "	i	į	į	I	1	I	ţ	1	İ	į	į	1	
取無	By gradually climinating the wage di-		-	İ	ı	ı	i	Ţ	ţ	I	ţ	ţ	Į	I	ļ
ž	Nothing is necessary	į	I	ļ	ı	1	i	ļ	į	ţ	1	Ī	I	ŧ	es
æ,	By maintaining the real wages	i		ļ	ļ	I	Ţ	ļ	I	į	ı			ļ	ı
E S	By having different rates of D.A. for various categories	1	1	. 1	ŀ	subs.	I	Ţ	ı	ı	1.	į	1	11	11
e ja	By fixing ceiling on increase in D.A. beyond a certain point	i	ļ	1	1	1	I	I	I	. 1	Ī	1	I	ı	-
Ŕ	By revising the present system .	ı	į	ł	Ţ		Ī	į	į	i	ţ	İ	i	. [1
¥ œ	By merging a portion of D.A. with basic wage	-	œ	İ	1		1		I	ı	Ī	1	1	1	1
EAR	Price rise neutralisation showld be on the basis upto at least Rs. 200 per month	ţ	· 1	ţ	I	ţ	1	1	 4	1	i	I	İ	į	į
												*			

There should be a uniformity in prof. D.A. in Government and industries By linking D.A. to cost of living and by merging a portion of D.A basic wage It should be rationalised on the suggestion of the Committee or Wages By framing piece-rates for piec occupations No comments Total		m	4 4	m	9 1	6	8 -	6	. 10	11	12	13	14	16	
of D.A. in Government and pointuistries of D.A. in Government and pointuistries 16 By linking D.A. to cost of living and by merging a portion of D.A. basic wage 17 It should be rationalised on the bouggestion of the Committee on Wages 18 By framing piece-rates for piece occupations 19 No comments Toral		_	4		4		-				-) H	_	13	2
		_	, way .		1	I	•	1	i	1	1	1	-	1	1
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				.1	l	ı	I		1	ı	ı	ı	ı	l	I
By framing piece-rates for piece occupations No comments Toral					ı	İ	i	į	•••	İ	I	1	1	ı	-1
No comments	•		I	1	I	I	Į			i	I	, [ı	I	=
Тотаг		1	21	ı	21	.[,	Į	9	ı	ĸ	-	-	1,	10
		-	38		22	ေ	2	-	6	1	35	17,	en	1	26
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		4													
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TABLE No. 1.268
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		LetoT	23	15	9	19	4	20	12	13	-	61	2	-	264	524
Others		elaubivibal	22	1	က	er3	1	4	1	ı	ì	'n	1	1	25	40
8	Ecro	Research and Other Instituti	21	1	8		1	1	1	က	l	-	1	I	25	33
	g (Sizis-liamS	20	1	1	8	t	1	-	1	ı		1	Ĭ		15
	Other Unions	Medium-size	19	1	1	t	1	1		Į	1	-	1	1	10	=
Inions	Ö	Large-size	18	-	5	8	ęn		1	ı	1	ಣ	1	1	30	51
Workers' Unions		enoinU sibnI-llA (siv-yrsenbnI)	17	1	1	ಣ	2	1	1	-	1	2	1	1	1	15
Wor		State/Regional Branches	16	-	87	က	စာ		1	ı	ł	က	1	ı	28	42
		Central Trade Unions	15	1	en.	-	-	-	1	1	1	-	ı	1	ı	7
e su	(Other Associations/ Organisations	4	_	6	12	. 01	-	-	_	1	20	ı	ł	37	\$
Employers' Associations		State/Regional Branches	13		1	_	1	1	1	1	1	_	. 1		ŀ	2
Z S	l	Central Organisations	12		1	1	1	1	, 1	1	1	_	1	1	_	2
\ 	ſſ	Small-size	=		1	_	1	1	I	1	1	1	ı	1	_	2
kings	Private	Medium-size	10		1		1	1	ı	1	1	ę	ı	1	1	11
Enterprises/Undertakings	A.	Large-size	6		4	'n		· _	1	1	-	8	1	1	10	24
rises/U		Svitariogo-oD		,	2	-	*	1	1	1	1	1	1	1	-	4
Enterp		State Sphere	7	5	9	ر د	-	_	1	64	1	r.	2	1	19	45
		Central Sphere	9	4	18	13	,,,,,	in.	.01	85	1	ιĊ	1	1	15	#
nt ts	State	Others (including Local Bodies)	75	_	_	1	1	1	1	_	1	_	1	_	18	23
Government Departments	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	Labour	4	-	4	_		4	1	2	·	īΟ	. 1	1	೯	21
မှု		IsrinsD.	33	١,	1	1	1		1	1	1	_	1	1	16	188
		O. No. 151(a): As between different methods of wage fixation obtaining at present, namely, statutory wage fixation, wage fixation through collective bargaining, fixation through Wage Boards and wage fixation resulting from adjudication, etc. which method or methods would be more suitable for adoption in future?	7	1 Statutory Wage Fixation	2 Wage Boards			5 In organised sector, collective bargaining, failing which wage boards; in unorganised sector, statutory wage fixation	6 Constitution of an independent board without employers and employees being members but a person with industrial experience as Chairman	7 Existing arrangements should continue	-	9 Any such method/methods depending upon the circumstances	10 Are fixed by the Government in consultation with Finance Deptt.	11 Statutory fixation in public sector and wage boards in private	12 No comments	TOTAL
			_								-		_	_	_	1

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.268

Total	20	2	30 %	3 6	8	4	∞	=	9 .	-	37	7	16	248
Others	61	2	9	31	2 (7	က	Ξ,	بن ا]	81	1	55	127
Paper & Paper Pulp	82	-	2	r		-	l	7	l	l	i	l	1	65
Chemicals & Chemical Products	17	ı	2	·	-	-	l	١.	-	! '	N	I	7	8
Fertilizers	16	l	-	e.	•	,	-	l	I .			l	-	9
finganail ii A	15	ı	ı	-	•	١.	-	1			1	I	l	2
Road Transport	14	8	en		1	l	1	١.	-	l		ļ	4	12
Transport	13		l	I		ŀ	1	١.	-	l		1	l	-
អូទរបក់វិញឱ មិនក្រុកពិធី	12		١	6	1	I	l	1	ļ			1	_	65
Oil extraction, Refining and Distribution	=	-	l	٠		٠.	-	I		l	l	l	-	9
Engineering including Machine tools and Scientific instruments	9	2	67	4		I	I	l	j		+		4	18
Iron and Steel	6		I	ļ			-	l	-	٠ ،	n	ı	-	9
Cement	80	-		ł			İ	1			ļ	l		8
gnideildu Das gaitaira	7	-	l	2			I	l			ļ	I	2	5
All Textiles	9	ŀ	7	4	'		l	l		c	0	I	80	22
Sugar	5	1	2	2	' l		l]			l	l	9	10
Mining including Coal Mining	4	l	S	-	I	-	•		ļ	-	•	l	-	6
enoitstasII IIA	3	l	7	ļ	l	I			I	-		I	4	7
As between different methods of wage fixation obtaining at present, namely, statutory wage fixation, through collective bargaining, fixation through Wage Boards and wage fixation resulting from adjudication, etc., which method or methods could be more suitable for adoption in future?	1 2	3 Statutory Wage Fixation	2 Wage Boards	3 Collective bargaining	4 Collective bargaining in established industries and a tribunal for industries of national importance	5 In organised sector, collective bargaining failing which wage boards; in unopranised sector stantory wave fivation	6 Constitution of an independent Board without employers and employees being member but a person with industrial	7 Existing arrangements should continue	-	9 Any such method/methods depending	10 Are fixed by the Government in con-		II No comments	TOTAL
•	•						-							

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.268

	faioT	91	6	' =	1	-			-	•	4 ,		•		٠ ـ	
	Others	15	-	· (c	ט ני	· 1			1	¢		- , c	ı -	'	I	4
	Ford Transport	14		-	' I			1	-		1	i i	ı	I	1	1
(0000	Fall Transport	13		-		1		1	1		l		i	i	. 1	4
	Banking	12		I	I	1		ł		-	-	į į	1	į	1	1
	Oil extraction, Refining and Distribution	11	1	I	i	I		i	1	. 1	l	1 1	volume	_	1	:
	Engineering including Machine tools and Scientific instruments	10	. 1		-	i			1	i		l 1	ŀ	I	1	1
	Iron and Steel	6	i	I	2	1		1	i	1	1	1	١	i	I	1
	Cement	8	ı	ı	ı	1		i	i	l			I	i		1
	gnidsildu & gninning	7	ı	1	i	l		1	l	ı		l f	ı	l	1	1
	All Textiles	9	•	က	7	i		ı	١	١	ĺ	-	1	ı	1	- .
	Sugar	z,	I	1	1	i		I	ı	1	1	!	1	ı	1	. 1
	Mining including Coal Mining	4	I	I	i	I		1	1	.	ĺ	İ	1	i	I	1
	snoisanala IIA	3	-	ı	ĸ	1		1	l	I	į	***	I	1	1	м
The second secon	Q. No. 151: (a) As between different methods of wage fixation obtaining at present, namely, stautory wage fixation, wage fixation through collective bargaining, fixation through Wage Boards, & wage fixation etc. resulting from adjudication, which method or methods would be more suitable for adoption in future?	Z.		2 Through Wage Boards	3 Collective bargaining	4 By collective bargaining in established industries and arbitration				7 No single method can be prescribed; all the various methods must complement one another depending upon circumstances	der of preference shoul ive bargaining, adjudi	9 Collective bargaining/statutory fixation where wages are too low or occupations are important	O Through wage boards, collective bargai- ning and adjudication	I Through wage boards and collective bar- gaining	2 Statutory fixation where wages are too low or occupations are important. Otherwise according to order of preference through collective bargaining, adjudication and wage boards etc.	3 Statutory fixation where wages are too low or occupations are important. National Informal for industries of National importance/collective bargaining in all established industries
i.	Gried Number	-	_	64	cO	7	ኒሳ	,		• •	w	ća.,	.10	=	.12	13

1								(
	2	60	4	S	9	7	80	6	10	=	12	13	11	15	91
4	14 All the methods depending upon circumstance can be prescribed, the order of preferences being collective bargaining, adjudication and wage boards	1		1	1	1	1	1	1	1				-	-
15	15 Collective bargaining in all established industries; through experts drawn from labour and management	i	i	i	i	ł	1	1	i	I	i	l i	-	- 1	- -
16		1	i	1	i	ı	i	ı	i	i	ı	i	۱ ۱	۱ ـ	- -
17	17 Statutory wage fixation and collective bargaining.	1	1	1	1	1	1	1	. 1	i	1	i	ı	• ,	1 -
18	18 No comments	4	4	7	ಐ	1	1	2	7	i	1	2 -4	-	' 8	· &
	Тоты	12	4	2	15	1	-	5	60	-	m	3	8	88	141

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-268

						Central?	Central Trade Unions	ions				A I	Employers Associations	sociations	
Serial Mumber	Q. No. 151: (a) As between different methods of wage fixation obtaining at present, namely, statutory wage fixation, wage fixation through collective bargaining, fixation through Wage Boards, and wage fixation resulting from adjudication, etc. which method or methods would be more suitable for adoption in future?	ו.א.ד.ט.מ.	estailifia est	A. I. T. U. C.	Its affiliates	n. T. U. c.	estaiffika et I	'S 'W 'H	its affiliates	.8. Mr. 8.	sətailfika svI	A. I. M. O.	Its affiliates -	Council of Indian Employers	Its affiliates
-	2	3	4	5	9	7	8	6	10	11	12	13	11	15	191
-	Statutory Wage fixation	Ī	1	1	1	1	1	1	1	ī	I	ı	1	1	
64	2 Through Wage Boards	1	2	Ī	2	2		l	١	1	1	1	Ĭ	1	
60	3 Collective Bargaining	1	4	ì	2	ı	1	~	2	Ī	Ì	1	-	l	
*	L By collective bargaining in established industries and by arbitration in others .	1		ı	1	1	-	1	Ī	1	1	i	1	I	'
rC	5 No single method can be prescribed. All the various methods must complement one another depending upon the circumstances	I	1	. 1	1	***	-	<u>.</u>	-	1			1	1	
9	6 The order of preference should be through collective bargaining, adjudication and Wage Boards etc.	I		I	1	1	1	. 1	1	E		=	west	i	
1-	7 Combination of various factors	1	01	I	~	I	10	1	2	I	ī	Ī	-	I	
w	8 No comments	1	20	damento	91	1		1	S	ľ	ເດຸ	ı	1	-	
	TOTAL .	-	88		22	øn	2	1	6	p==4	5		89	1	26
1				-									**************************************		

TABLE No. 1-269
REPLIES TO THE QUESTIONNAIRE—CATE 30RY-WISE DISTRIBUTION OF RESPONDENTS

			[mtoT]	23	₹ %	}	17	-	5	7	ě	m	4	8
2	-		al subivibal	22	7		ı	1	တ	1	ı	İ	1	-
Others	1	•	Research and Other Institution	21	-	•	1	1	, 11	ĺ	J	I	<i>*</i>	
	{	Sa	Small-use	20	1 1		1	1	-	1	1	ļ	١	1
	ĺ	r Umons	Nedium-size	19	1 1		1	J	1	1	1	l	. 1	.
Union		Other	Large-size	81	പ പ	•		1	4	1	1	J	ĺ	-
Workers Unions			enoinU sibnI [[A (>siw-yrteubnI)	17	۱ ۳		1	1	-	1	1	1	1.	1
M	•		State/Regional Branches	16	ا و		1	1	ന	1	1			· ••.
	l		Sentral Trade Unions	15		•	а	1	-	1	1	Ì	1	-
ers			Other Associations/ entitations	41	ry eu	•	'n	1	2	1	1	1	1	7
Employers Associations	{		State/Regional Branches	13	1 1		1	1	I	1			1	
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	1		Small-sizc	=	1 1		J	1	1	1	1	l	1	- !
Potentiees/Hndertakines		Private	Medium-size	2	1 1		-	ļ	_	1	1	1	1	1
Tinder	{		Large-size	6	- 13	•	2	I	4	1	1	١	1	1
Toriere	l haraca		Co-operative	8	. ! -	-	-	1	1	1	l	1		1
a de Ca	Table 1		State Sphere	7	- 4	۲	yed	1	1	l	l		.	23
	(Central Sphere	9	יט עי	י	2	.1	2		v-al	ന	١	64 (
ment		State	Other (including Local Bodies)	5	1 -	-	1	1	1	1	1	1	1	1.
Government	Departments	Ś	Labour	4	4 c	7	-	1		1	1	1	1	en (
	<u> </u>	-	Central	ေ	7	i	J	ļ	١	1	1	1		l
			Q.No. 151: (a) As between different methods of wage fixation obtaining at present, namely, statutory wage fixation, wage fixation through collective bargaining fixation through wage boards, and wage fixation resulting from adjudication, etc., which method or methods would be more suitable for adoption in future? (b) If one or the other arrangement is needed for indifferent sectors, indicate sectorwise the arrangement needed. [Reply to part (b) only.]	2			3 No separate arrangement is required for different sectors; legislation is needed for all	4 Wage boards and adjudication should be avoided in small scale industries	5 Collective bargaining for all sectors	6 By statute in sweated industries and where wages are low or unionisation is poor	7 Adjudication in small-scale industries and where wages are already high and collective bargaining or wage boards in established industries	8 A Tribunal for establishments operating in more than one State	9 Statutory wage fixation commensurate with productivity and price index of Government organisations	10 Depending upon circumstances any one of the arrangements may be made for different sectors
			Serial Number	-		2	vi	₹	-7	₹	7	•		174

_	¥ 3 ∷	12 Pr wa lic	18 W.	14 No	
2	11 Wages should be fixed on unit basis through collective bargaining	12 Provision for minimum and maximum wage state-wise for every industry in public sector is more essential	18 Wage boards for agricultural labour	14 No comments	Tork
60	-E.		Ι.	91	8
3 4 5	1	1	1	16 8	21
5	1	1	1	21	18 21 23
9	1	i	1	51	12
7	1	-	İ	98	3
8	İ	1	1	2	4
6	1	1	١	15	75
10	i	. 1	ı	6	=
11	1	1	İ	8	2
12	1	1	1	81	2
13	1	1	ì	7	2
14		1	١	9	2
15	1	1	1		_
91	1	i	1	31	64
17	1.	ť	1	12	2
18	1	-	1	38	2
13	1	1	1	11	=
20	1	- 1	i	*	1
21	1-	1	-	23	g.
22	1	1	1	28	\$
23	2	6	-	387	1 8

TABLE No. 1.269-(contd.

	lstoT	20	*	±	21	****	ð		•	Ξ	**		***	179	248
	Others	19	4	9	4		87		**	9		1	1	8	121
	Paper & Paper Pulp	18	ı	I	1	1	l	1	1	1	1	***************************************	. 1	ຄ	•
	Chemicals & Chemical Products	17	1	ı	-	1	١	l	١		I	1	-	*	æ
	Fertilizer.	16	1	8	l		ı	ł	ļ	1	l	1		67	9
(EMPLOYERS)	froquarT niA	15	l	1	1	l	İ	i	l	-	١	ŀ	l	-	8
MPLC	Road Transport	41	1	60	ļ	I	1	l	l	I	١	-		∞	12
	Transport	13	1	ı	ı.	1	1	1	1	1	١	1	ŀ	-	-
NDEN	. Banking	13	1	1	1	1	7	1	1	_ 1	1	1	1		en
RESPO	Oil extraction, Refining and Distribution	=	2	l	1		-	1	l	1	1	1	1	m	9
ION OF	Engineering including Machine	10		1	1	I	73	. 1	I	-		l	1	23	81
RIBUT	Iron and Steel	6	e,	1	-	1	1	l	I	1	ļ	1	1	87	9
E DIST	Cement	8	-	-	1	İ	1	1	1	I	l	1	1	73	ಳ
rry-wis	ZaideilduT bas yaitair¶	7	1	l		1		1	1	1	I	Į	ĺ	4	52
-INDUS	All Textiles	9	8	ı	*	1	-	1	I	1		ł	1	1	7.7
NAIRE	Sugar	52	Ţ	₩		1	1	l	1	l	l	-	-	&	10
ESTION	Mining Including Cost Mining	4	1		.	1	-	1	1	١	l	-	ľ		6
HIE QU	†znoizannsl¶ IIA	3	ļ	-	1	1	1	I	·	_	١	1	I	9	7
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS	O. No. 151: (a) As between different methods of wage fixation obtaining at present, namely, statutory wage fixation, wage fixation through wage boards, and wage fixation resulting from adjudication, etc., which method or methods could be more suitable for adoption in future? (b) If one or the other arrangement is needed for different sectors, indicate sector-wise the arrangement to the order arrangement is leave, which the arrangement is the order arrangement is the order arrangement is the arrangement needed.	2	In organised sectors through Collective bargaining failing which wage boards and in unorganised sectors through statutory provision	Wage boards for all sectors	No separate arrangement is required for different sectors; legislation is needed for all	Wage boards and adjudication should be avoided in small scale industries	Collective bargaining for all sectors	By statute in sweated industries and where wages are low or unionisation is poor	A Tribunal for establishments operating in more than one State	Depending upon the circumstances, any one of the arrangements may be made for different sectors	Wages should be fixed on unit-basis through collective bargaining			No comments	TOTAL
	Serial N um ber	-	1	2	ca	*	ιΩ	9	7	œ	6	10		15	
	•														

TABLE No. 3.269

(UNIONS)
RESPONDENTS
Ö
DISTRIBUTION
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REPLIES

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anoitantal¶ llA	e ∩}	84	1	-	-	1	1	1	ω.	12
Q. No. 151: (a) As between different methods of wage fixation obtaining at present, namely, statutory wage fixation, wage fixation through wage boards, and wage fixation through wage boards, and wage fixation resulting from adjudication, etc., which method or methods would be more suitable for adoption in future? (b) If one or the other arrangement is needed for different sectors, indicate sector-wise the arrangement needed.	ť	In organised sectors through collective bargaining failing which wage boards and in unorganised sectors statutory provision	Wage boards for all sectors	No separate arrangement is required for different sectors; legislation is needed for all	Collective bargaining for all sectors	Statutory wage fixation commensurate with productivity and price index of Govt. Organisations	Depending upon the circumtances, any of the arrangements may be made for different sectors	Provision for minimum and maximum wage State-wise for every industry in public sector is more essential	No comments	TOTAL .
Serial Mumber	-	904	ş	87	4	10	9	-	∞ .	4

TABLE No. 4-269

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REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WI

Contral Trade Unions Contral Trade Unions	Employers Associations	B. M. S. Its affiliates A. I. M. O. Its affiliates Council of Indian Employers Tes affiliates	11 12 13 14 15 16		1	- - - - - -		1	-			- 5 f 2 1 16	And the state of t
1. N. T.U.C, 1. N. T.U.C, 2. N. T.U.C, 2. N. T.U.C, 3.	ŧų			_ 2	Production .	1	-	1	1	1	1	<u>,</u>	
2.U.T.U.C, α α α α α α α α α α	Central Trade Unio	υ. τ. υ. α.	7	gond	1		1	1	-		1	-	C
		D.U.T.U.A	5	1	.	1	ı	ľ	i	1	1	1	6. 98
- Oxing 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	. 151 CM	in different methods of wage ing at present, namely, sta- ation, wage fixation throu- argaining, fixation through and wage fixation resulting ion, etc., which method or be more suitable for adop- the other arrangement is erent sectors, indicate sec- angement needed. (b) only]		organised sectors through collective urgaining failing which wage board and unorganised sectors through statutory ovision		o separate arrangement is required for ferent sectors; legislation is needed for	elective bargaining for all sectors	atutory wage fixation commensurate th productivity and price index of Gornment organisations	pending upon the circumstances, any the arrangements may be made for di- rent sectors		ovision for minimum and maximum ge statewise for every industry in public tor is more essential		1

TABLE No. 1-270

	Others	staubivibn,	r s	4	8	-	1	2		-	1	4		1	1	1
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	Unions	g (size-size	<u>1</u>	.2	81	87	-	, rð	1	-	1	1	١	1	l	1
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ONDE	W	tate/Regional Branches	, g	60	*	ന	I	2	1	1	1	١	1	1	1	ı
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I OF I	ations	\smoitsioossA 19d1C smoitssinsg1O	14	-	12	1	1	6	1	1	-	7	က	· -	i	ı
UTION	Associa	state/Regional Branches	13		١	1	ı	_	ı	ŧ	1	İ	l	1	-	1
TABLE No. 1-270 -CATEGORY-WISE DISTRIBUTION OF RESPONDENTS	Employers Associations	Sentral Organisations	12		1	1	1	1	1	1	1	١	1	1	-	1
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TABLE No. 1.270-CATEGORY-WIS	Enterprises/Undertakings	ozie-syre-	[6	-	4	1	1	ຕາ	1	1	l	ı	-	1	-	i
	rises/U	o-operative	0 00	-	l	-	1	1	1	1	ı	1	ļ	1	1	ı
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TON		Zentral Sphere	9	01	S.	7	1	. 11	1	8	1	1	84	1	7	-
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	1 7 5	abour [I 4	60	7	7		4	∺ .	1	-	ì	tied.	1	1	1
S TO	් ජී ජී	Jeniral	,	1	i	l	ı	1	· 1	1	i	1	1	1	1	ı
REPLIES TO THE		O. No. 152 (a): In collective bargaining for wage fixation, should the principal emphasis be laid on national agreement?	1 2	1 Yes	2 No	3 Not in all cases	4 No, real needs are to be satisfied first .	5 No, the emphasis should be on industry- cum-region or locality-cum-industry basis	6 Marginal adjustment, according to circumstances, must be made	7 Though it is very much desirable, its feasibility at the present juncture is doubtful	8 Only in case of National or All India industries like LIC, Banking etc	9 We do not feel collective bargaining would bely wage fixation	10 Yes, but local needs should also be taken.	11 No, it should be laid on agreements between the parties engaged in collective bargaining	12 No, fixation of wages should be left to be decided at the plant level	13 Collective bargaining is not applicable in our case
25—	1 NCL/	59														

		•					•	TABLE No. 1.270—(contd.)	No.	1.270	-(contd.	_	,				0						i
-	2		3	4	5	9	7	8	6	10	=	12	13	#	15	16	17	18	19	20	21	22	23
14	14 Yes, parties to the dispute should be the representatives of interests involved	the.	1	1	ı	-	J	ı	1	1	1	J	J	1	1	ı	1	1	1	1	1	1	7
15	15 Yes, if trade union movement is organised on national level	ised.	1	1	1	3	1	1	1	J	ı	J	i	1	1	1	ı	ı	١	1	1	1	60
16	16 Depends upon what attitude society takes to industry-wise bargaining	akes .	J	ł	1	-	1	1	ı	ŀ		1	1	1	· -	1	ł	1	1	1	1	1	2
17	17 The Report of the Fair Wages Committee be made the basis for wage fixation at all levels	itte t all	1	, 1	ı	1	1	I	-	1	1	1	1	-	1	1	1	1	. 1	1	1	ŀ	8
18	18 Not in all cases; the emphasis should be laid on industry-cum-region basis or locality-cum-industry basis	I be oca-	, 1	1	1	1	1	I	i	. 1	1	1	1	1	-	1	1	1	- 1	1	1	1	=
19	19 No comments		18	7	20	29	53	2	13	8	1	-	ı	53	i	30	6	35	=======================================	13	28	30	337
	Total		82	21	23	47	5	4	24	=	2	2	2	22	7	42	15	51	=	15	33	\$	524
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REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) **TABLE No. 2.270**

	Ig 10 T	8	16	27	4	8	35	2	-	2	ō	-	Ŋ	-	H	1
	Others	19	4	12	Ī	8	18	ı	-	1	η	1	4	ı	ļ	
	Paper & Paper Pulp	18	ı	1	i	ı	-	ı	1	1	1	I	. 1	ı	1	
	Chemicals & Chemical Products	17	1	1	ı	ļ	. 4	ı	ļ	1	1		ı	ı	ı	
•	Fertilizers	16	2	-	ļ		84	ı	ı	ļ	1	1	ı	1	1	
	troqenarT riA	15	ı		ļ	ļ		ı	ı	ı	1	· 	1	ı	1	
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	Fransport Transport	13	1	1	1	١	1	ı	ı	1	i	1	1	-	1	
	Banking	12	ı	i	-	١	1	ı	ı	ı	i	1	1	ı	,	
	Oil extraction, Refining and	11	2	1	ı	ı	-	-	ı	I	1	1	ı	1	Į	
	Engineering including Machine tools & Scientific instruments	10	က	eΩ	1	I	5	.	i	1	ı	ı	1	i	1	
	Iron and Steel	6		-	1	ı	ļ	1	1	ı	-	1	1	1	1	
	Cement	8	ı	-	1	ı	I	ı	I	ı	I	1	ı	1	1	
	gnideildu'd bas gaitairg	1	١	87	1	I	1	I	I	ı	-	ı	1	1	1	
	aslitzsT IIA	9	-	4	1	١	ຕ	ı	1	-	1	ı	ı	1	i	
	Sugar	5	1	Į	-	ı	1	ı	1	I	ŧ	1	i	1	I	
	Mining including Coal Mining	4	١	7	i	ł	໌ ຍາ	1	ı	ı	, —	i	ı	1	ļ	
	enoitatnal¶ IIA	. &	1	1	1	ı	1	ı	ı	I	!	I	I	ı	I	
	Q. No. 152(a): In collective bargaining for wage fixation should the principal emphasis be laid on national agreements?	2	Yes	No	Not in all cases	No, real needs are to be satisfied first .	No, the emphasis should be on industry- cum-region basis or locality-cum-indus- try basis	Though it is very much desirable, its feasibility at the present juncture is doubtful	Only in case of National or All India industries like L.I.C., Banking etc.	We do not feel collective bargaining would help wage fixation	Yes, but local needs should also be taken into consideration	No, it should be laid on agreements bet; ween the parties engaged in collective bar- gaining	No, fixation of wages should be left to be decided at the plant level	Collective bargaining is not applicable in our case	Yes, parties to the dispute should be the representatives of the interests involved.	
1	Serial Number	-	ned.	64	ω,	4	r.	9	7	œ	6	10	11	12	13	

TABLE No. 2.270-(contd.)

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	to industry-wise bargaining	to industry-wise bargaining . 6 The Report of the Fair, Wages Committee be made the basis for wage fixation at all levels	16 The Report of the Fair. Wages Committee be made the basis for wage fixation at all levels 17 No comments

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.270

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े ने मुंह	Q.No. 152(a): In collective bargaining for wage fixation, should the principal emphasis be laid orf national agreements?	enģisestel IIA	Mining including Coal Mining	· Sugach	All Textiles	Zaideildu'T _i B zaisairT .	Cement	Iron and Steel	Engineering including Machine toots & sloot	Oil extraction, Refining and Distribution	Banking	troqenarT liaA	Road Transport	Others	[stoT
1	2	87	4	2	9	7	8	6	10	11	12	13	14	15	16
Yes		ļ ļŧ	ľ	1;	1	ı	ı	i	ı	-	1	-		7	11
Ŋ.	• • • • • • • •	-	1	į	-	1	i	ı	-	ı	i	1	.1	4	_
ž	Not in all cases	7	1	į	-	ı	i	1	1	1	1	ı	i	ហ	Φ .
ž	No, real needs are to be satisfied first .	-	i	1	١	1	i	ļ	ı	i	i	I	1	1	-
Z S E	No, the emphasis should be on industry- cum-region basis or locality-cum-indus- try basis	ಉ	i	1	84	i	-	. =	I	1	i	i	1	41	11
E & T	Though it is very much desirable, its feasibility at the present juncture is doubtful	1	ı	i	-	ı		1		I	1	1	i	i	-
≆.≅	Yes, but local needs should also be taken into consideration	i	1	1	1	1	1	- 1	1	ļ	-	i	I	1	
ž ž ž	No, it should be laid on agreements between the parties engaged in collective bargaining.	i	i	. 1	1	í	1	1	1	1	1	ŧ	i	-	-
ರ್ಷ ೫	Depends upon what attitude society takes to industry-wise bargaining	1	1	1	I	1	1	ļ	1	1	1	i	ı	e1	
ž83	Not in all cases; the emphasis should be on industry-cum-region basis or locality-cum-industry basis	i	ł	1	. 1	. 1	1	I	i	1	1,		i ·	1 :	- :
ž	No comments · · · ·	ß	4	7	6	-	i	4	8	j	7		2	99	86
	TOTAL .	12	4	2	15		1	5	en.	_	æ	જ	8	88	141
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REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE **TABLE No. 4-270**

-		,				Control Trade Unions	4 Unions					Employers Associations	Associations	
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	O. No. 152(a): In collective bargaining for wage fixation, should the principal emphasis be laid on												I asibal	
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	·	I	7	ı	7		I	7	I	ł	Į	ı	I	en.
1 60	No. in all cases	1	9	ı	1	-	I	1	ł	1	ŀ	ł	l	I
4	No, real needs are to be satisfied first .	ı	1	ı	1	1	١		1	I	ł	l	1	ł
	No, the emphasis should be on industry- cum-region basis or locality-cum-industry basis	1	4	I	-	1	-	-	ļ	1	I		1	∞ .
9	Though it is very much desirable, its feasibility at the present juncture is doubt-ful	I	H	1		·	1	1	I	ı	1		ı	#
7	We do not feel collective bargaining would help wage fixation	,	ŀ	1	1	- 1	l	1.	I	ı	1	ł	ł	-
&	Yes, but local needs should also be taken into consideration	I		ŀ	I	1	ł	Ļ	I	ł	1.	I	ł	-
6	No, fixation of wages should be left to be decided at the plant level . • •	ì	Ī	ł	ŀ	1	ł	ł	I	ı	-	-	ł	-
10	Yes, if trade union movement is organised on national level	1	ł	ļ	•	 	1	ł	1	ł	ł	ı	1	-
	The report of the Fair Wages Committee be made the basis for wage fixation at all	,	i	i		ļ 	ŀ	I	ļ	1	I	l	I	64
12	levels	ı	73		. 91	7	1		ļ	Ŋ	İ			&
	Total	-	88		22	3 2	-	6	1	ις, ,	1	3	1	26

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

	Total	23	19	45	31	-	හ	5	œ	-	-	3 410	524
Others	slaubivibnI	22	1	4	64	ı	7	1	ı	1	1	33	\$
ŏ	Research and Other Institutions	21	1	-	ł	i	1	ŀ	1	ı	1	ا ص	33
	Small-size	20	1	-	-	l	1	1	l	*1	1	1 51	15
s	Medium-size Small-size	13		į	1	ı	i	1	ł	ł	1	=	11
Unio	Large-size	18	ಣ	'n	4	1	ı	1	1	1	1	39	51
Workers Unions	sipnI IIA (siw-yusubnI)	17	-	64	61	ı	1	1	1	ļ.	ı	1 01	15
	State/Regional Branches	316	4	7	64	1	I	1	1	1	i	1 %	42
	Central Trade Unions	15	2	. →	ന	Ì	1	ı	I	1	1		-
sr su	Other Associations/ Organisations	14	1	гO	ĸ	1.	1	-	į	!	1	1 22	\$
Employers Associations	State/Regional Branches	13	1	ł	1	1)	1	١	1	1	1 64	2
A &	Central Organisations	12	1	i	1	1	i	1	1	ł	1	6	. 2
l w	Small-size	=	1	1	1	1	1	1	1	ł	1	0	2
Enterprises/Undertakings	Szia-muibəM	91	1.	-	1	1.	1	1	1	1	1	=	=
Under	Parge-size	6	1		ç.	-	1,	1	1	1	1	18	24
rprises	Co-operative	80	1	1	1	ı	1	1	1	1	1	4	4
Ente	State Sphere	7	හ	īΟ	-	I	i	1	1	1	1	1 %	45
	Central Sphere	9	ະກ	==	9	1	64	-	80	1	-	1 24	74
ents	Others (including Local Bodies)	5	ļ	23	-	1	-	1	١	1	1	. 1 8	23
Government Departments	Labour	44	-	ιO	-	I	i	1	1	-	1	2 11	21
54	Central	ຕ	I	1	I	ı	i	1	1	ł	1	≌	18
	Q. No. 152: (a) In collective bargaining for wage fixation, should the principal emphasis be laid on national agreements? (b) If so, what adjustments should be made to meet local needs? [Reply to part (b) only]		1 Regional considerations should be suitably fitted into the norms laid down in the national agreements	2 Adjustments are to be made as per local needs	3 Industry-cum-region adjustments must be made		5 Awards of Wage Boards must also be on the regional basis : : : : :	6 The employers and the unions should evolve a formula for local adjustments	7 Capacity of industry to pay should be borne in mind	8 By having separate zones keeping in view peculiar requirements of each zone	9 D.A. and fringe benefits can be adjusted to meet local needs .	10 Adjustments have to be made to meet local needs but the capacity of industry to pay should also be borne in mind .	Тотаг
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TABLE No. 2-271 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

	[stoT	20	9	22	15	-	2	87	œ	-	- 05	248
	Others	19	-	12	7	I	1	1	. 🚥	ı	1 💆	127
	Paper & Paper Pulp	18	1	I	-	ı	1	i	1	1	1 %	m
	Chemicals & Chemical Products	17	1	1	8	1	ı	-	į	1.	1 10	88
	Fertilizers	16	=	2	~	-	1	-	ı	i	1 -	9
YERS	froqenerT riA	15	ı	1	****	į	ı	1	1	i	1 -	22
MPLO	Road Transport	14	2	1	-		1	1	1	i	ا م	12
TS (E)	troqenstT lisA	13	1	i	į	ı	1	1	1	1	1 -	
NDEN	. Snistnet	12	. 1	-	İ	ı	1	1	1	1	1 %	87
IRE-INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS	Oil extraction, Relining and	=		-	-	١	ı	1	1		1 00	9
ON OF	Engineering including Machine tools & Scientific instruments	10	1	7	64	İ	7	1	!	!	1 =	18
RIBUTI	Iron and Steel	6	ı	-	-	I	l	ŀ	1	1	 €5	9
E DIST	Сетеле	ဆ	H	ł	1	ı	ı	1	1	i	1 ~	3
TRY-WIS	gaidsildu Las gaitaira	7	ı	914	1	l	i	1	1	!	1 4	ıc
INDUS	səli T'extiles	9	1	-	ಣ		1	l	1	!	1 2	22
VAIRE	'Sugar	κn	l	ì	1		1	1	1	!	1 9	10
STION	Mining including Coal Mining	4	ı	-	1	ı	, 1	ı	t	ı	1 ∞	6
HE QUE	All Plantations	3	1	1	1	ı	!	!	i	1	1 -	7
REPLIES TO THE QUESTIONNA	Q.No. 152: (a) In collective bargaining for wage fixation, should the principal emphasis be laid on national agreements? (b) If so, what adjustments should be made? Reply to part (b) only]	1 . 2	1 Regional considerations should be suitably fitted into the norms laid down in the national agreements	2 Adjustments are to be made as per local needs	3 Industry-cum-region adjustments must be made	4 Marginal adjustments should be made ;	5 Awards of Wage Boards must also be on the regional basis	6 The employers and the unions should evolve a formula for local adjustments .	7 Capacity of industry to pay should be borne in mind	8 D.A. fringe benefits can be adjusted to meet local needs	9 Adjustments have to be made to meet local needs but the capacity of industry to pay should also be kept in mind .	
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REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-271

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froquentl bsoA	14	1		1 64	m
froquarT liaH	13		-		67
gnising.	12	i	wel	: %	67
Oil extraction, Refining and Distribution	11	l`		11.	
etnəmurtani əflitnələö & aloot	10	· 	i	m	007
Iron and Steel	6	ŀ	1	 4*	5
, Cement	8		ı	1 -	-
Printing & Publishing	7	. 1	ı	1 -	. 1
All Textiles	9	. #	64	11	15
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gniniM IsoO gnibuloni gniniM	4	ı	I	4	*
anoitatnal¶ IIA	8	m	ı	၈ ပ	13
Q.No. 152: (a) In collective bargaining for wage fixation should the principal emphasis be laid on national agreements? (b) If, so, what adjustments should be made to meet local needs. [Reply to part (b) only]	2	Regional considerations should be suitably fitted into the norms laid down in national agreements	Adjustments are to be made as per local needs	Industry-cum-region adjustments must be made	TOTAL .
Scrial Number	-	-	2	60 4t	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.271

Its affiliates	16	8	7 0 7	56
Council of Indian Emp-	15		ı -	1
estailMa etl	14	-	1 8	on-
.O.M.I.A	13		l 	-
Its affiliates	12	-1	ا ا	1.0
B.M.S.	11	1 1	r = 1	
ts affiliates	10		1 8	6
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Q. No. 152; (a) In collective bargaining for wage fixation, should the principal emphasis be laid on national agreements? (b) If so, what adjustments should be made to meet local needs? [Reply to part (b) only]	2	1 Regional considerations should be suitably fitted into the norms laid down in the national agreements 2 Adjustments are to be as per local needs	3 Industry-cum-region adjustments must be made 4 No comments 5	· · TOTAL · ·
	Q.No. 152: (a) In collective bargaining for wage fixation, should the principal cmphasis be laid on national agreements? (b) If so, what adjustments should be laid on national agreements? (c) If so, what adjustments should be laid on national agreements? (d) If so, what adjustments should be laid on national agreements? Its affiliates Its affiliates Its affiliates O.T.T.U.C. Its affiliates O.T.M.C. Its affiliates O.T.M.C. Its affiliates O.T.M.C. Its affiliates O.T.M.C. O.T.M.C. Its affiliates	Q.No. 152: (a) In collective bargaining for wage fration, should the principal emphasis be laid on national agreements? (b) If so, what adjustments should be made to meet local needs? (c) If so, what adjustments should be made to meet local needs? (d) If so, what adjustments should be made to meet local needs? (e) If so, what adjustments should be made to meet local needs? (f) If so, what adjustments should be made to meet local needs? (g) If so, what adjustments should be made to meet local needs? (g) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so, what adjustments should be made to meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local needs? (h) If so meet local ne	Q.No. 152: (a) In collective bargaining for wage fixation, should the principal emphasis be laid on national agreements? (b) If so, what adjustments should be made to meet local needs? (c) If so, what adjustments should be made to meet local needs? (d) If so, what adjustments should be made to meet local needs? (e) If so, what adjustments should be made to meet local needs? (f) If so, what adjustments should be suitable for the majorial agreements? (g) If so, what adjustments are to be as per local needs? (g) If so, what adjustments are to be as per local needs? (h) If so, what adjustments are to be a per local needs? (h) If so, what adjustments are to be a per local needs? (h) If so, what adjustments are to be a per local needs? (h) If so, what adjustments are to be a per local needs	Q.No. 122: (a) In collective bargaining for wage had on state adjustments should be lated to the considerations should be suitable to the considerations should be suitable to the consideration adjustments must be made. (b) If so, what adjustments should be lated to meet local needs? (c) If so, what adjustments should be lated to meet local needs? (d) If so, what adjustments should be lated to meet local needs? (e) If so, what adjustments should be lated to meet local needs? (f) If so, what adjustments should be lated to la

TABLE No. 1-272 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

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		Q. No. 153: Tripartite wage boards came in vogue because it was felt that an arrangement by which parties themselves can have a hand in shaping the wage structure in an industry could be more enduring than the one where an award is handed down by a third party. Has this expectation been fulfilled?	•	•		٠.	٠.	•	,	guin.	;	We have no experience (beause we implement Pay Commission recommendations)		•	A.L.
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TABLE No. 2-272
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

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	Others	19	12	19	17	-	4	1	7	8	8	88	127
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TABLE No. 2-272 AIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)	Engineering including Machine tools & Scientific instruments	10	2	7	. 73	-	-	ı	81	*	ı	80	18
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REPLIES TO THE QUESTIONN	O. No. 153: Tripartite wage boards came in vogue becaase it was felt that an arrangement by which parties themselves can have a hand in shaping the wage structure in an industry could be more enduring than the one where an award is handed down by a third party. Has this expectation been fulfilled?	2	Yes	No	Not to a great extent	Not to our knowledge	Partly	Yes, wherever collective bargaining or bipartite agreements have failed	Yes, to a fairly large extent	We have no experience (because we implement Pay Commission's recommendations)	Yes, where the recommendations are unanimous	No comments	Toral
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REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-272

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Banking	12		ļ	İ	I		l	ı	67	87
Oil extraction, Refining and Distribution	1	1	-	ļ	ļ	ļ	Į	ı	į.	-
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O. No. 153: Tripartite wage boards cane in vogue because it was felt that an arrangement by which parties themselves can have a hand in shaping the wage structure in an industry could be more enduring than the one where an award is handed down [by a third party.] Has this expectation been fulfilled?	. 2	1 Yes. , , , ,	2 No	3 Not to a great extent	4 Partly	5 Yes, to a fairly large extent	6 We have no experience because we imple-} ment Pay Commission's recommendations	7 Yes, where the recommendations are una- nimous	8 No comments	Тоты
Serial Mumber	-		7	œ	4	ĸ	.	^	80	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-272

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3: Tripartite wage boan ogue because it was felt the firment by which parties then have a hand in shaping there in an industry could lure in an industry could than the one where anded down by a third part xpectation been fulfilled?	2		•	reat extent	r knowledge	•	reyer collective bargaining	airly large extent .		ents · · ·	Total
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TABLE No. 1-273
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

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Scrial Number	O. No. 154 (a) In wnat respects should the operations of wage boards be modified to improve their working?	Central	y mode.I	Others (including Local Bodies)	Central Sphere	State-Sphere	Co-operative		Medium-size Small-size	smeinsations Critical	State/Regional Branches	Other Associations/	Organisations Ocentral Trade Unions	State/Regional Branches	anoinU aibnI IIA (5siw-ywubni)	C sziwszie.I	Medium-size	Small size	Research and Other Institutions	eleubiviba I	Total
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	Should have powers to recommend to the Government to implement its recommendations without delay	• 1	ı	ı	-	1	1					-	- 1		ı	-	1	1	1	-	4
61	They should not be merely advisory boards	ı	1	1		ľ	i	1	i		1	1	1	, 	-1	***	i	ı	1	1	81
φŋ	Procedure of setting, up of wage boards and processing by them should be in the minimum time possible or time limit should be laid down.	-	-	i	rð.	, ,,,,,	i İ	1			1		6	posit		yese	1	7	1	-	16
4	Adequately staffed for collecting data regularly and lay down wage structure for industries, according to region and occupation		-	ì	84		}	1	1	!		1	- 1	1	ı	. 1	i	I	ı	~	4
ر د	Wage Boards are not better than an exercise of pressure by labour.	ľ	ı	l	6 -	· -	۱. د		* j.	1		4	1	I	1	I	1	1.	l:	1 -	= '
7	Persons with experience and knowledge of the industry should be appointed	i į	ı –		. 1	· -	- I				l	1 1	!!	1 - 1	I –	1 1			1 1	- 4	0 .
&	System of appointing of members to serve on the Wage Boards should be modified	İ	ı	١	, 1844		· I	ı	-	- 1	!	64	-	1	ı	1	ı	1	l	. 1	'n
э́л	Wage Boards must be made to take into account the industries position wherever the prices have been frozen by the Government.	ı	ı	1	1		1		1	!		1	1	ı	ı	1	i	Ť	ı	1	-
10	Should be stressed on wages linked to productivity	ı	ı	1	1	·	ı	2	· I	1		İ	İ	i	1	ł	ı	ı	1	i	2
=	Smaller Wage Boards both on regional industry wise basis should be encouraged .	i	-	ı		'.			1			-	1	-	€.,]	. =	j., 	1	1:1	. 84	့်မှ

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	1 2	2 Awards should always be on the regional basis.	3 Should reduce the voluminous eviden-	They should lay down specific principles of wage fixation after taking into consideration the national view, the prevailing wages in similar industries and local conditions	5 Unanimity may be achieved on all matters; otherwise it should be referred to adjudication	5 The appointment of Wage Boards should be kept at an absolute minimum or where settlement by parties cannot be made,		A wholly independent board or National Negotiating team of employers and em- ployees may be constituted instead of Wage Board	Wage Boards should complete their task expeditiously by fixing timelimits.	Atime of two years be fixed for submission of their reports in normal circumstances	Wage Boards do not deal cases expedi- tiously or we do not favour Wage Boards	Wage Boards should be asked to work continuously/should be pernament bodies	The chairmanship of Wage Boards be man- ned by sitting High Court Judges or Judges of Supreme Court or able men or senior Industrial Tribunals	The whole approach needs re-examina- tion (right from establishment to enforce recommendations)	Wage Boards should follow the same pattern of investigation, approach, etc.	Wage Boards should have permanent secretariat	There must be afsort of co ordination- between the wage structure evolved by various wage boards
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	2	Precise and well defined principles may be laid down within which the Wage Boards must operate	The wage board should also comprise of industrialists	The decisions of the wage boards should not be modified by Central or State Governments; decisions of wage boards should have the effect of adjudication (legal backing)	Procedure of setting up of wage boards and processing by them should be in minimum time possible; fringe benefits should be taken into account; interim reliefs should be avoided	Procedure of setting up of wage boards and processing by them should be in the minimum time possible; smaller wage boards both on regional and industry-wise should be encouraged.	*Procedure of setting up of wage boards and processing by them should be in the minimum time possible; awards should always be on the regional basis.	Awards should always be on regional basis; wage boards should complete their tasks expeditiously	A time of two years be fixed for submission of their reports in normal circumstances; representatives of M.Ps. and M.L.As having comprehensive outlook on fiational problems should be encouraged.	There should be proper representation of workers on the wage boards; wage boards should formulate their recommendations on the basis of principles laid down by Fair Wages Committee; they should be assisted by job evaluation experts	Wage Boards should complete their works expeditiously; the chairmanship of wage boards be manned by sitting High Court Judges or Judges of Supreme Court or able men or Senior Industrial Tribunals	Wage Boards should complete their work expeditiously; they should be assisted by job evaluation experts	Wage boards are nothing better than an exercise of pressure by labour; they should be assisted by job evaluation experts.	
		Precise and wel laid down with must operate	The wage boa industrialists	The decisions on the modified erments; decisional have the (legal backing)	Procedure of setting up and processing by them minimum time possible; should be taken into accrelies should be avoided	Procedure of setting up and processing by them minimum time possible boards both on regional should be encouraged.	Procedure of sand processing minimum time always be on	Awards should wage boards stexpeditionsly	A time of two of their report representatives having compre problems shou					
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	Wage boards should complete their work expeditiously; there must be a sort of coordination between the wage structure evolved by various wage boards.	1	I	I	1	1	ĺ	1	1	1		l	1	1	l	l	1	L	1	-	-
4	Wage Boards are nothing better than an exercise of pressure by labour; should have permanent secretariat; a clause for enforcement of wage board recommendations may be incorporated in the industrial dispute	1		1	1	1	1	' 	1	.1]	1	1	1	1	1	l	1	1	1	-
42	They should be assisted by job evaluation experts; should have permanent secretariate	i	1	1	`	l	1	' !	1	1			I	I	1	1	. 1	1	1	1	2
43	Decisions of Wage Boards should have the effect of adjudication; unanimity may be achieved on all matters; should complete their task expeditiously	l	-	1	ı	1	I	1	i I	1		1	I	1	1	I	1	1	I	1	· 🛶
4	Unanimity may be achieved on all matters; unanimous decisions must have statutory backing	1	1	1	1	1	1	· I	1				l	1	1	1	1	I	1	ı	-
\$	System of appointing of members to serve on wage boards; terms should be precise with guide lines to chairman; independent members should be economists and not politicians	i	1	1	1	1	1	1	1		1	1	1	1	l	1	1	i	-	I	-
46	Should lay stress on wages instead of productivity; should complete their task expeditiously, precise and well defined principles may be laid down within which the wage boards must operate.	1	-	1	1	1		1	1		!	1	1	1	1	1	1	I	1	1	-
41	There should be proper representation of workers on wage boards; should be assisted by job evaluation experts	1	1	1	1	1		1	i	ı	1	1	1	I	1	-	1	ı	ı	ı	-
4	Should complete their task expeditiously; Chairmanship of wage boards should be manned by Judges of High Court, Supre- me Court; precise well defined principles should be laid down	1	ı	1	I	. 1	1	-	; ;			I	I	. 1	1	1	1	l	1	1	-
49	Wage Boards should comprise a minimum of five persons drawn from region/industry in its scope	l	l	ı	1			1	.:	l D	1	1	l		1	1	1	I	1	I	_
30	Composition of wage boards be represented by labour management of the Government assisted by experts	1	1	1	ļ	1		1				1	1	1	٠ ١	-	1	1	1	1	-
51	Various improvements are needed to modify the operation of wage boards	-	1	1	_	1		1	1		1	-	l	-	l	-	1	ı	l		7
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Q. No. 154: (a) Ir what respects should the operation of Wage Boards be modified to improve their working?		Should have powers to recommend to the Government to implement its recommendations without delay	2 Procedure of setting up of Wage Boards and processing by them should be in the minimum time possible or time limit should be laid down	3 Adequately staffed for collecting data regularly and lay down wage structure for industries, according to region and occupation	4 Wage Boards are not better than an exercise of pressure by labour	5 No need to modify	6 Persons with experience and knowledge of the industry should be appointed	7 System of appointing members to serve on the Wage Boards should be modified .	8 Wage Boards must be made to take into account the industries position wherever the prices have been frozen by Government	9 Should be stressed on wages linked to productivity	10 Smaller wage boards both on region and industry-wise basis should be encouraged	I Award should always be on regional basis	2 Should reduce the voluminous evidence
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, 2		They should lay down specific principles of wage fixation after taking into consideration the national view, the prevailing wages in similar industries and local conditions	Unanimity may be achieved on all mat-	ters; otherwise it should be referred to adjudication	The appointment of Wage Boards should be kept at an absolute minimum/or where settlement by parties cannot be made.	The Wage Boards should formulate their recommendations on the basis of principles laid down by the Fair Wages committee	A wholly independent board or National Negotiating Team of employers and em- ployees may be constituted instead of Wage Boards	Wage Boards should complete their task expeditiously by fixing time limits .	A time of 2 years be fixed for submission of their reports in normal circumstances.	Wage Boards do not deal with cases expeditiously or we do not favour wage boards	The Chairmanship of Wage Boards be manned by sitting Judges of High Courts/ Supreme Court or able men or Senior Industrial Tribunals	The whole approach needs re-examination (right from establishment to enforcement of recommendations)	Wage Boards should follow the same pat- tern of investigation, approach etc.	There must be a sort of co-ordination between the wage structure evolved by various wage boards	Precise and well-defined principles may be laid down within which the Wage Boards must operate	The Wage Board should also comprise industrialists	Procedure of setting up of Wage Boards and processing by them should be in minimum time possible; fringe benefits should be taken into account; interim reliefs should be avoided
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29	Procedure of setting up of Wage Boards and processing by them should be in the minimum time possible; smaller wage boards both on regional and industry-wise basis should be encouraged.	<u>.</u> 1	ļ		ļ	1	1	. 1	1	, 1	, 1	; ; I	I	1 1	,	, , 1	I	1	71 -
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34	Wage Boards should complete their work expeditionsly; the chairmanship of Wage Boards be manned by sitting High Court judges or judges of Supreme Court or able men, or Senior Industrial Tribunals	I	1	I	1	. 1	I	I	I	I	1	1	1	1	1	1	1	-	-
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98	Decisions of Wage Boards should have the effect of adjudication; unanimity may be achieved on all matters; should complete their task expeditiously	sed.	1	1	I	1	I	ı	1	1	1	1	1	1	ı	ı	1	1	-
37	Should complete their task expeditiously; chairmanship of wage boards should be manned by judges of High Courts, Supreme Court; precise well-defined principles should be laid down	1	1	. 1	I	I	, 1	I	I	1	1	1	1	. 1	1	1	-	1	***
88	Wage Boards should comprise a minimum of five persons drawn from region/industry in its scope	1	1	1	1	1	1	ļ	ļ	ļ	1	1	ı	1	I	1	I	-	-
33	Various modifications are necessary to improve their working	1	1	'	;	1 '	1	,	'	1.	1 6	١.	4	1		١٩	1 .		ر د ب
\$	No comments	4	2	8	12	2		7	6	4	7	-	<u>م</u>		1	6	7	ا بو	22
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rion of	Engineering including Machine tools & Scientific instruments
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E-IND	All Textiles
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REPLIES TO	Q. No. 154(a): In what respects should the operation of wage boards be modified to improve their working?

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1 2	12 Wage boards should follow the same pattern of investigation, approach etc.	13 They should have a permanent Secretariat	14 Precise and well defined principles within which the wage boards must operate may be laid down	15 They are nothing better than an exercise of pressure by labour; they should have the effect of adjudication and their chairman should be the sitting Judges of High/Supreme Court	16 There should be proper representation of workers, management and the Govt. on the wage boards and they should be assisted by job evaluation experts	17 Various modifications are necessary	18 No comments	Тоты
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TABLE No. 3.273—(contd.)

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-273

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	O. No. 154: (a) In what respects should the operation of wage boards be modified to improve their working	2	Should have powers to recommend to Government to implement its recommendations without delay	They should not be merely advisory bodies	Procedure of setting up of wage boards and processing by them should be in the minimum time possible or time limits should be laid down	No need to modify	System of appointing members wage boards needs modification	Should lay stress on wages linked to productivity	Smaller wage boards both on regional and industry-wise basis should be en- couraged	Unanimity may be achieved on all matters; otherwise, it should be referred to adjudication	The appointment of wage boards should be kept at an absolute minimum or where settlement by parties cannot be made.		Wage boards do not deal with cases expeditiously/We do not favour wage boards
l	Serial Number	1	•	7	w	4	r.C	9	-	ω	6	10	1

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	2	12 They should be permanent bodies .	13 The chairmanship of wage boards be manned by sitting Judges of High/ Supreme Courts; and they should finish their work expeditiously	14 The whole approach right from estab- lishment to enforcement of recommen- dations needs re-examination	15 They should follow the same pattern of investigation, approach etc.	16 Precise and well-defined principles may be laid down within which the wage boards must operate	17 They should take into account the fringe benefits before recommending wages and avoid interim relief and delay .	18 A time of two years be fixed for Submission of their reports in normal circumstances and representation of M.Ps. and M.L.As. having a vast outlook on national problems be encouraged	19 They are nothing better than an exercise of pressure by labour; they should have the effect of adjudication and their chairmen should be the Judges of Highl. Supreme Courts	20 They should be assisted by job evaluation experts and have permanent Secretariat.	21 Unanimous decisions of wage boards must have legal backing	22 There should be a proper representation of workers on wage boards and they be assisted by experts	23 Various modifications are necessary .	24 No comments	Тотл.
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	OF RESPONDENTS
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	_	2	Yes		If in a majority of cases, their recommendations are not implemented, then only it should be given	Legal sanction failing which the effect of an award obtained by Adjudication .	Not necessary, if the unanimity in their recommendations is the pre-condition.	Yes, but then, no appeals be allowed .	Yes, if recommend ations are unanimous	Yes, subject to approval of the Government	No, as it would go against the spirit for which this system was introduced :	Yes, in all cases, where the recommendations are unanimous	Yes, with a provision for appeal	No comments	\$	Тотаг.
	Other Unions	Central Central Central Coperative Central Sphere Central Organisations State/Regional Branches Clindustry-wise)	State Or No. 154: (a) In what respects should the operation of wage boards be modified to improve their working? (b) Should wage boards be modified to improve their working? (c) Should wage board recommendations have legal sanctions? (b) Should wage board recommendations have legal sanctions? (b) Should wage board recommendations have legal sanctions? (c) Should wage board recommendations (d) Should wage board recommendations (a) Including? 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REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2-274

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O.No. 154: (a) In what respects should the operation of wage boards to be modified to improve their working? (b) Should wage board recommendations have legal sanction?	1 2	1 Yes	2 No	3 If in a majority of cases, their recommendations are not implemented, then only it should be given	4 Legal sanction failing which the effect of an award obtained by Adjudica- tion	5 Not necessary, if the unanimity in their recommendations is the pre- condition	6 Yes, if recommendations are unani- mous	7 Yes, subject to approval of the Govern- ment	8 No, as it would go against the spirit for which this system was introduced •	9 Yes, in all cases where the recommenda- tions are unanimous	10 Yes, with a provision for appeal	11 No comments	TOTAL
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TABLE No. 3-274

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REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.274

					Central	Central Trade Unions	Unions					Employers Associations	Associations	
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7 No comments	1	21	١.	17	1		-	9	ı	ಬ		-	ard.	∞
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		Q. No. 155: (a) How could the criteria of fairness to labour development of industry, capital formation, return to entrepreneur, etc. be taken into account in wage fixation?	2	If the national minimum fixed is between the minimum wage and living wage, then it can be said to be fair	If wage is fixed keeping in view the fair returns to other factors of production then it can be said fair	Fair wages to labour, reasonable reserves for capital formation and saving, justice to entrepreneur are important	4 No precise formula can be devised .	5 All factors are to be taken into consideration	6. Development of industry should be the criteria	7 30% to the entrepreneurs and the rest for others .	8 Principles involved in the Bonus Act should be followed	9 Fairness to capital and entrepreneur cannot be shown, since there remains very little margin, especially after the compulsory payment of Bonus	10 Entrepreneur, Industry, Capital and then Labour	11 Should be a sort of an incentive scheme beneficial both to the workers and also to industry
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	3	1	H	11	.1	13	18
	2	We Fair wages to labour, reasonable reserve for capital formation, justice to entrepreneur and development of industry should be the criteria	Duantum of wages should be fixed with production and efficiency keeping in view the general condition of labour and paying capacity of the industry	32 In addition to economic factors, method and manner of capital development, social and ethical considerations should also be taken into account.	33 Various steps are needed for fairness to labour, development of industry, capital formation, return to entrepreneur, for wage fixation	34 No comments	TOTAL
	ι -	1 %	25	67	64	6,3	

TABLE No. 2.275

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EB Q	All Plantations	3	1	1	İ	I	ı	1	ı	ŀ	-	1	J	l	1
REPLIES TO THE QUESTIONNA	O. No. 155 (a) How could the criteria of fairness of labour, development of industry, formation, return to entrepreneur, capital etc., be taken into account in wage fixation?	2	If wage is fixed, keeping in view the fair returns to other factors of production, then it can be said fair.	ason d su ortar	All factors are to be taken into considera-	Development of industry should be the criteria	30% to the entrepreneur and the rest for others	Fairness to capital and entrepreneur can- not be shown since there remains very little margin, especially after the compul- sory payment of Bonus.	ala	Should be a sort of Incentive Scheme beneficial both to the workers and also to Industry	We cannot give any criteria but feel that fairness to all these are essential .	Capital formation should be the most important one	It is difficult to reconcile these factors.	-	In addition to economic factors, social and ethical considerations should also be taken into account in determining wages
	Serial Number	-	-	ч.	ę	4	IO.	φ	7	8	6	10	11	12	13

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TABLE No. 2.275-(contd.)

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	Engineering including Machine tools & Scientific instruments	10	1	I	I	ı	-	Ī	I	I	i	1	ì		2	3	
	Iron and Seeel	6	**	İ	1	ı	1	į	ļ	2	Ī	I	Ī	i	3	5	
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	Mining including Coal Mining	4	i	. 1	I	i	1	Ī	1	I	i	ĭ	i	1	4	4	
	enoitestnef¶ UA	65		1	-	i	I	İ	ı	1	6.2	i	Ī	(~	9	12	
	O.No. 155: (a) How could the criteria of fairness to labour, development of industry, capital formation, return to entrepreneur, etc., be taken into account in wage fixation?	2	If the National Minimum fixed is between the minimum wage and living wage, then it can be said to be fair	If wage is fixed, keeping in view the fair returns to other factors of production, then it can be said fair	Fair wages to labour, reasonable reserves for capital formation and saving justice to entrepreneur are important.		All factors are to be taken into considera-	We cannot give any criteria, but feel that fairness to all these are essential	It is difficult to reconcile these factors .	Fairness to labour should be the first consideration	Other things should not come in for any prior consideration before fair wages .	Solved through collective bargaining be- yond a certain minimum wage	In determining wage, capital formation need not be considered	Combination of various factors stated	No comments	TOTAL	
	Serial Number	-	-	64	6.3	4	r,	9	100	∞.	6	10	Π	12	13		

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-275

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	Employers Associations	Council of Indian Employees	15	ı	l	1		i	ı	i	I	. 1	I	_e 1		1 1	1	-
	Employers !	estailifta etl	41	***	-	1	-	•	l i	1	1	I	1		l ,	1 1	-	89
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	_	Its affiliates	9	_	1	I	I		ı -	•	1	-	•		Ì	1	19	22
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		Q. No. 155: (a) How could the criteria of fairness to labour, development of industry, capital formation, return to entrepreneur etc., be taken into account in wage fixation?		If the National minimum fixed is between the minimum wage and living wage, then it can be said to be fair	2 Fair wages to labour, reasonable reserves for capital formation and saving, justice to entrepreneur are important	3 No precise formula can be devised .	4 All factors are to be taken into consideration	5 Development of industry should be the criteria	s to	7 We cannot give any criteria, but feel that fairness to all these is essential	8 It is difficult to reconcile these factors .	9 Fairness to labour should be the first consideration .	10 Other things should not come in before fair wages	Quantum of wages should production and efficiency				TOTAL .
1		. 121.75	- 1								-		Ē	<u></u>	12	13	7	ŧ

TABLE No. 1-276
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESICNLINTS

		Total	23	130	19	23	ಣ	1	-	347	524
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nions	*	Small-size	20		1		1	1	1	4.	15
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٥١		Large-size	18	10	4	Ī	1	1	1	32	31
	(C) 172	oinU sibnI IIA iw-yrtsubnI)	17	- 5	I	-	1	Į.	1	6	15
	Branches	State/Regional	16		ļ	-	1	. -	-	33	42
	enoinU	Central Trade	15	. 2	***	2	1		1	2	1
_	/suo	Other Associati	14	11	Ŋ	4	1	1	.1	88	\$8
	•9กักกลาฺหี	State/Regional	13	1	1	ı	1	. 1	1	-	2
	enoiteeine	Central Org	12	-	ĵ	i	1	1	1	-	2
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Priva		Medium-size	10	2	ŀ	-	Ţ	ı	1	∞	=
l		Large-size	6	6	-	I	1	1	1	14	24
		Co-operative	8	-	-	1	1	1		8	4
		State Sphere	7	4	ļ	က	-	-	1	56	45
		Central Sphere	9	32	ന	. ~	-	1	1	31	74
State	ing Local	Others (includes)	5	•••	1	ı	I	1	1	22	23
" [noda.l	4	12		1	-	1	1	-	21
		Central	က	4	1	-	I	ī	1	13	18
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, Q, No. 155 :	(a) How could the criteria of fairr to labour, development of indus capital formation, return to en preneur, etc., be taken into acco in wage fixation?		2	1 Valid fully	2 Not valid	3 Valid to a certain extent	4 This is for experts to say	5 Undue emphasis on these should be removed	6 It depends upon distribution between t so-called divergent interests .	7 No comments	Total
	State Other Unions	State Wild the criteria of fairness development of industry, attention account to, be taken into account ation?	State development of fairness development of fairness development of fairness antion, return of industry, antion, return of industry, antion, return of industry, antion, return of industry, antion, return of industry, antion, return of industry, antion of industry, antion of industry, antion of industry, antion of including Local antion? 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Unions Other Curions Other C	Other Unions Other Chicago of fairness (a) How, conducted the criteria of fairness (b) Idebour, development of industry, applied formation, return to carre- to-labour, development of industry, applied formation, return to carre- present formation, return to carre- present for the table of the consumers are often left beliance between the weather formations and fair returns to the consumers are often left beliance between the consumers are often left beliance between the consumers are often left beliance between the consumers are often left beliance between the consumers are often left beliance between the consumers are often left beliance between the consumers are often left beliance between left beliance between the consumers are often left beliance between left beload the consumers are often left beload to consider the consumers are often left beload to consider the consumers are often left beload to consume the consumers are often left beload to consume the consumers are often left beload to consume the consumers are often left beload to consume the consumers are often left beload to consume the consumers are often left beload to consume the consumers of

TABLE No. 2-276 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

	Total	50	7.1	10	16	7	_	142	248
	Officers	61	33	63	9	1	١	79	127
ber Pulp	Paper & Pa	18	l	-	ı	1	١	84	κn
Chemical Product	Chemicals &	17	2	1	ı	_	1	rΩ	8
	Fertilizers	16	က	-	-	I		١	9
3.	ioqenstT riA	15	2	1	١	ı	١		2
1100	Road Trans	4	8	ļ	1	-	ţ	o	12
r.t	Rail Transpo	13	-	l	1	1	1	i	1
	Banking	12	· 🛶	١	1	I	1	6	85
n, Refining and n	Oil extractio	=	cc3	ı	1	١	1	ಣ	9
including Machine entific instruments	Engineering ioS & eloot	. 01	11	• •••	-	Ì	1	ιń	18
eJ	Iron and Ste	6	4.	i		1	1		9
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Z aidaildu¶	Printing and	1	1	2	1	1	1	64	z,
	eslitxoT IIA	9	4	1	en	1	1	15	22
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gainiM IsoD gaib	Mining inclu	4	3	-		l	1	4	6
st	oitetnell IIA	ဇ	1	١	-	١	1	9	7
Q. No. 155: (a) How could the criteria of fairness to labour, development of industry, capital formation, return to entrepreneur, etc., be taken into account in wage fixation?	ween fair wages to workers, fair pro- fits to entrepreneurs and fair returns to treastry, the consumers are often left behind. How far is this eriticism valid? [Reply to part (b) only]	2	Valid fully	Not valid	Valid to a certain extept	This is for experts to say	Undue emphasis on these should be re-	No comments	Тотаг

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-276

	16	24	10	2	-	106	141
Others	15	12	i	က	-	22	88
Foad Transport	14	2	1	i	1.	_	85
fransport liaA	13	ı	-		t	-	87
Banking	12	1	i	İ	ı	es	60
Oil extraction, Refining and Distribution	11	ł	ı	1	İ	-	-
Enginecring including Machine tools & scientific instruments	10	ļ	ı	i	t	ಣ	65
ləsič bas norī	6	2	-	ľ	į	73	5
Cement	8	1	İ	ı	1	i	-
gnidsildu d & gnisair d	7	i	.	ı	I	-	1
Ali T'extiles	9	ະຕ	7	1	I	10	15
Sugar	FC.	1	1	İ	. 1	2	2
gainiM IsoO gaibulaai gainiM	4	i	Ť		İ	*	4
enoitstasiq ilA	60	4	-	÷	1	9	12
Q. No. 155: (a) How could the criteria of fairness to labour, development of industry, capital formation, return to entrepreneur, etc., be taken into account in wage fixation? (b) It is said that in the balance between fair wage to workers, fair profits to entrepreneurs, and fair returns to treasury, the consumers are often left behind. How far is this criticism valid? [Reply to part (b) only]	1 2	1 Valid fully	2 Not valid	3 Valid to a certain extent	It depends upon distribution between the so-called divergent interests .	5 No comments	Total

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE **TABLE No. 4-276**

	,						-	
87	estilfis etI	16	10	-	7	-	13	26
Employers Associations	Council of Indian Employers	15		I	i	1	 -	-
Employers	Its affiliates	41	-	i	-	1	-	65
	A. I. M. O.	13	-	1	1	!	1.	-
	esisiliis ei	12	1	ı	ı	. 1	ю	75
	в. м. в.	11	l	1	1	-	1	-
	lts affiliates	10	-	7	-	j	9	6
Central Trade Unions	н. м. s.	6	1	ı	ı	l	-	-
al Trade	. Its affiliates	8	1	ı	ı	ł	7	2
Centr	u. T. u. c.	7	1	1	-	ł	-	65
	Its affiliates	9		ł	l	1	21	22
	A. I. T. U. C.	- 5	1	1	1	1	I	
-	Its affiliates	4	12	2	1	1	24	88
l	די אי די טי מי	3	m	١	١	ŀ	1	1
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	No. 155: (a) How could the criteria of fairness to pital formation, return to entrepreneur etc., be taken into account in wage fixation? (b) It is said that in the balance between fair wages to workers, fair profits to entrepreneurs and fair returns to treasury, the consumers are often left behind. Howf ar is this criticism valid? Reply to part (b) only]		ully	Pi	o a c	depends upon distribution bet the so called divergent interests	ment	
	Q. No. 155: (a) How co labour, dev pital format etc., be take tion? (b) It is said fair wages to entrepre tressury, the behind. Ho entrepre tressury, the behind. Ho		1 Valid fully	Not valid	Valid to a certain extent	It depends upon distribution between theso called divergent interests	No comments	
	Serial Number	1	- N	2 Z	3 V	4 It	S.	

TABLE No. 1-277 QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDI
REPLIES TO THE QUESTION

O. No. 135			త్త ద్ద	Government Departments	# #	短	terprise	Enterprises/undertakings	takings		₽¥	Employers Associations	r 8		Š	Worken	unions	_		Others	2
This can be consumed to the consumer in the concept of the consumer special of the consumer special control of the consumer sp		Q. No. 155	{	State	([1	Priva	ate	[$\left\{ \right.$				1	Othe	r union	٠	{ ,	ſ
Entry ways to workers, and fair remains the production and fair remains to treat and fair remains to treat and fair remains to treat and fair remains to treat and fair remains to treat and fair forther the consumers are offen left which of the fair and fair fair fair of the fair of		(a) rrow could the criteria of larness to labour, development of industry capital formation, return to entrepreneur, etc., be taken into account in wage fixation? (b) It is said that in the balance between		{	Local				.		ruo	scyce		9110	исрез			{	ſ.	. Institutions	
This can be remedied only when goods produced are good elemented only when goods produced are equal to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the concept to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded to the goods demanded the goods demanded to the goods demanded the goods dema	Serial Mumber	fair wages to workers, fair profits to entrepteneurs and fair returns to treasury, the consumers are often left behind. How far is this criticism valid? (c) How best can the situation be remedied? [Reply to part (c) only]	Central						Medium-size	Sziz-IIsm2	Central Organisati	State/Regional Bra	Other Associations, Organisations	Central Trade Uni			Large-size	Medium-size	Small-size	Research and Other	*[aubivibu]
This can be remedied only when goods produced are equal to the goods demanded — 2 — 1 — — — — — — — — — — — — — — — —		2	60	4				6	10	11	12	13	7	15	16	11	8	61	02		27
This can be done by regulating wages, profit, and rationalising taxes ———————————————————————————————————		This can be remedied only when goods produced are equal to the goods demanded	1		7				1	-1	1	. 1		1	1	ı					_
Independency of workers, better 1 1 2 1 1 1 1 1 1 1		This can be done by regulating wages, profits, and rationalising taxes	. 1	- I	1	1	1	-	1	1	-	-	1	1	J	1	J	.	1		, ,
Inclusion of the consumer in the concept by the consumer association	60		-	-	- 23	1	1	-	I	1	1	1	4	1	ı	944	1	J	!	1	1
					_ 7	80	-	64	1	-	1	1	9	1	1	2	84	ı	1	ı	2
		By maximising the production through modernization	1	-	н н	8	1	-	-	1	1	1	8	1	1	1	1	1	1	1	-
	9	Unless wages and prices are controlled, this cannot be achieved	1	1	ණ 	.	!	1	-	I	1	1	-	1	y-m(1	-	1	1		' 1
	P-	By correspondingly increasing wages to workers and reducing prices for consumers.	1	1	1	-	1	1	!	I	1	1	1	-	1	1	1	1	1		1
	φ.	By making a rational change in the notion of returns to treasury vis-a-vis consu- mer	1		1	1	ľ	I,	1	1	1	1	1	1	1	1	1	1	1	1	-
	္ကာ	By fixing a National Wage Structure.	I	' 	-	1	1	1	I	1	I	l	-	I	1	1	1	ı	1	' 	1
	9.	By taking into account the consequential effect of wage increase on the price of consumer goods	· -	1	en I	1	1	1	ŀ	1	1	1	ಣ	1.	1	1	1	1	7	,	1
Management should play down the consumers share out of gains	=	By allowing the national economic process a free play.	1			1	1	I	1	1	I	1	en	1	1	ı	ı	1	·	1	í
	2	Management should play down the consumers share out of gains	1	! 	1	1	1	1	I	I	1	1	I	I	1	, 	· 1	i	 	1	1

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	1 2	By setting up Wage Board to maintain uniform level and by selecting men from education	4 Employers should indicate in their policies how the consumer is helped	5 By speedier growth or stabilising the country's economy	6 Indirect taxes should be rightly adjusted on commodities	7 This can be met in the form of lower prices for commodities or holding of price line	B Only under free competition and free dialogue between Employer and Employee	9 By appointing an expert body for each industry to work into cooperative structure and sale price	0 By adopting an integrated wage price income policy	By controlling prices by not allowing wage protection to surpass productivity of each labour	2 This can be remedied only when goods produced size equal to demand by maximising sproduction through modernization	-	By taking into account the consequential effect of wage increase on the price of consumer goods/by adopting on integrated wage price income policy	Increasing efficiency of the workers better management, production at lesser cost/ inclusion of the consumer in the concept itself/consumer's association.	6 No comments	TOTAL	
	ł	13	14	15	16	17	18	19	20	21	23	82	5 *	25	. 76		

IstoT	20	673	īΩ	7	25	7	ıS	-	12	9	4	ຕ	4	2
Others	19	2	84	60	10	ෆ .	i	j	11	4	84	-	673	wed
Paper & Paper Pulp	18	1	1	1	J	J	j	1	ĺ	1	1	4	I	1
Clremicals & Chemical Products	17	1	1	1	7	1	I	İ	1	ļ	ı	1	١	J
Fertilizers	16	I	-	1	i	1	J	1	1	1	-	ŧ	i	1
roganarT riA	15	J	I	ı	ı	1		1	1	1	1	-	I	J
frequent bacA	*	l	١	J	64	J	l	ļ	1	1	l	1	1	J
frangport	13	1	l	1	ı	ļ	1	l	I	l	1	1	I	ľ
gni zi ngG	12	1	J	I	I	I	1	1	ļ	-	1	1	I	ı
Oil extraction, Refining and Distribution	=	I	1	I	1	I	I	I	1	I	1	I	1	I
Engineering including Machine tools & Scientific instruments	10	ļ	87	I	*	1	7	I	1	1	I	1	I	-
Iron and Steel	6	1	I	١	-	I	84	1		I	I	-	Ì	-
Cement	8	I	I	I	1	I	I	-	1	1	ļ	1	١	I
Printing and Publishing	7	J	I	1		1	I	1	1	1	ı	. 1	ı	Ì
All Textiles	9	1	1	*	84	භ	I	ı		1	I	I	1	1
Sugar	5	1	1	1	ı	1	1	1	J	1	İ	1	ı	1
Mining including Cosl Mining	4		1	673	I	1	1	1	I	. 1	1	J	1	1
enoitestne IIA	က	J	ļ	I	ļ	l	1	J	l	I	1	1	1	1
O. No. 155: (a) How could the criteria of fairness to labour development of industry, capital formation, return to entrepreneur, etc., be taken into account in wage fixation? (b) It is said that in the balance between fair wages to workers, fair profits to entrepreneurs and fair returns to treasury, the consumers are often left behind. How far is this criticism valid? (c) How best can the sitution be remedied? (g) How best can the sitution be remedied?	2	1 This can be remedied only when goods produced are equal to goods demanded.	2 This can be done by regulating wages, profits and rationalising taxes	3 Increasing efficiency of worker, better management, production at lesser cost .	4 Inclusion of the consumer in the concept itself/consumers' association	5 By maximising the production through modernization	6 Unless wages and prices are controlled, this cannot be achieved	7 By corresponding increasing wages to workers and reducing prices for consumers	8 By fixing a national wage structure .	9 By taking into account the consequential effect of wage increase on the price of consumer goods	By allowing the national economic process a free play.	By setting up Wage Board to maintain uniform level and by selecting men from education	2 By speedier growth or stabilising the country's economy	This can be met in the form of lower prices for commodities or holding of price line
Serial Number	-	1			•	-•	~	4.7	w	-	10	11	12	13

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4	ı	1	1	1	1	2	21
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12	1	1	1	1	1	2	87
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85	1	1	I	1	I	9	7
2	14 Only under free competition and free dialogue between employer and employees	15 By adopting an integrated wage price income policy	16 By controllling prices by not allowing wage protection to surpass productivity of each labour	17 This can be remedied only when goods produced are equal to demand/by maximising production through modernisation	18 Inclusion of the consumer in the concept itself/consumers' association and per capita national income must be kept in view	19 No comments	TOTAL
-	14	12	16	17	18	19	

TABLE No. 2.277-(cond.)

TABLE No. 3-277

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

latoT	16	-	*	21	-	8	****	=	- 🛏	118	Ŧ
Others	15	. ==		***	-	1	1	ĸ	-		88
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rangenarT ligH	13	1	-	.]	1	1	ı	1	1	67	en
Bniking	12	1	1	ļ	I	Ì	Ī	1	1	တ	6
Oil extraction, Refining and Distribution	=	1	. 1	1	}	1	ł	ļ	1	-	-
Engineering including Machine stromurism official & sloot	01		ŀ	Ļ	ļ	wel	. 1	l	1	23	en en
Iron and Steel	6		87	1	ļ	. 1	i	l		m	5
Cement	8		ŀ	l	1	1	-	ļ	ł	}	-
Printing & Publishing	7			ł	1	4	ţ	}		, mai	-
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enoitainsiq IIA	60	1	ı	1	i	-	i	ęn	ı	∞	12
Q. No. 155: (a) How could the criteria of fairness to labour, development of industry, capital formation return to entrepreneur, etc., be taken into account in wage fixation. (b) It is said that in the balance between fair wages to workers, fair profits to entrepreneurs and fair returns to treasury, the consumers are often left behind. How far is this criticism valid? (c) How best can the situation be remedied.	2	Increasing efficiency of worker, better management, production at least cost		Unless wages and prices are controlled, this cannot be achieved	By correspondingly increasing wages to workers and reducing prices to consumers			Employers should indicate in their poli- cies how the consumer is helped	Increasing efficiency of the worker, better management, production at lesser cost/inclusion of the consumer in the concept itself/consumers' association.	No comments	Torat
Serial Number	-	"	8	*	4	ζ,	9	7	∞	ON.	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE **TABLE No. 4-277**

						Central Trade Unions	rade Ur	nions				2	Employers	Associations	1
т. И. Т. U. G.	Q. No. 133 Q. No. 133 Low could the criteria of fairness to labour, development of industry, capital formation, return to entrepreneur, etc., be taken into account in wage fixation? (b) It is said that in the balance between fair wages to workers, fair profits to entrepreneurs and fair returns to treasury, the consumers are often left behind. How far is this criticism valid? (c) How best can tife situation be remedied? (Reply to part (c) only	ר א' ד. ט, כ.	sətsil iliş sil	A. I. T. U. G.	estailfha et I	u.r.u.	estaliffia ut	.s .M .H	entailma ar I	B' W' 8'	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employees	Its sfflistes
-	2	က	4	ស្.	9	7	8	6	10	=	12	13	41	15	91
1	This can be remedied only when goods produced are equal to the goods deman-	,					. 1		ı	1	l	-	5	1	-
23	ded Inclusion of the consumer in the concept	1	-	\ · 1					1	I		'	1	l	9
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9		1	-	1	١		1	1		1	l	1	1	l	1
7		1	١	****	1	1	1	1	1	1	1	1	1	l	-
∞	Management should sumer's share out of	1		1	Į	-	l	١	1	1	ļ	I	1	١	l
6		1	١	. 1	ļ	1	1	-	1	1	1	1	١	ł	-
10	Employers should indicate in their poli- cies as to how the consumer is helped	-	10	1	1	1	1	ł	1	and the same of th	١	1		l	1
=	This can be remedied only when goods produced are equal to goods demanded; increasing efficiency of workers, better management production, at lower cost.	1	,	1	1	- 1	1	1	1	1	1	****	١	Ì	proj.
12		1	1	.1	1 8	1 '	1 4	*	1 0	-	1 "	1	1 -	۱ -	1
13	No comments	1	24	1	3	7	7	-	•		•		•		:
	TOTAL	-	88		22	63	27	—	6	-	2	-	60	1	28
	And the second s		W												

TABLE No. 1.278	REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS	
41	REPLIES TO TH	
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	latoT	23	S	24	11	ຕ	6	2	-	67	84	61	2 2	4	7
e {	elaubiviba I	22		I	1	1	-	-	I	I	1	1 '	۱ ۳		2
Others	Research and Other Institutions	21	١	ı	I	l	ı	ı	İ	I	1	1	1 1	-	1
(Small-size	8	ı	1	ı	I		I			1	1	1 1	l	1
an	Medium-size	61	1	ı	i		. 1	1	1	1	1	1	1	1	1
unions	Large-size	18	_	1	ĺ	1	١	ı	١	-	1	-	ı -	-	8
Workers	anoinU aibnI IIA (asiw-vnaubnI)	17	1	١	1	1	. 1	1	Ì	1	. 1	I	-	l:	1
*	State/Regional Branches	16	١	ı	1	1	ı	. 1	1	١	ı	-		1	1
	Central Trade Unions	15	ı	-	I	I	٦.	ı	1	1	١	1	1		1
tions	\\ \text{tanoisalosse} \text{Associations} \\ \text{sections} \\ \text	*	1	*	6	I	6.3	1	ľ	1	I	ŷ	-	-	-
Employers Associations	State/Regional Branches	13	1	2		1	l	1	1	1	l,	l	1 1	١	.
щ	Central Organisations	12	I	-	l	1	1	1	I	ı	1	1	1	1	1
	Small-size	11	ı	1	1	1	l	I	1		1	١	1 1	1	- 1
takings	Medium-size	10	1	1	1		1	1	1	l	1	1	1 1		-
ander	Large-size	6	1	8	1	1	1	ι	-	ı	1	ಣ	7	1	1
Enterprises/undertakings	Co-operative	8	ı	ı		1	1	1	1	1	1	1	- 1	1	1
Ente	State Sphere	7	ı	-	7	1	2	_	1	1	1	1	- 1	. 1	1
	Central Sphere	9	-	13	4	,	64	1	1		7	φ	- 1	1	I I
nt nts	Others (including Local Bodies)	5		ı	. 1	ı	1	ı	1	I	-	-	1 1	. 1	1
Government Departments	Tuoda.I	*	-	1	ı	-	1	1	1	1	1	-	~	ı	١
S D	Central	3		ı	-	-	1	ı	1	1	1	I	1	1	-
	O. No. 156: (a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and prioes is often emphasised. What should be the objective and scope of such a policy?	2	To secure better standard of living.	To play fair to capital, labour entrepre- neur and the exchequer	Efficiency and poductivity	Wages should be increased in relation to per capita output, but without raising prices	Capacity to pay of the industry should be kept in view	Enforcing a total freeze of wages, income and prices	There should be wage freeze	Not necessary to have such policy .	Should take into account the primary interest of the consumer to get purchasing power.	It should be based on national considera- tion and development Planning	Price stability The objective could be to put a check on the profiteers through taxation and the rising prices	-	We have not yet reached a stage to enforce this policy
	Serial Number	-	-	64	es.	4	'n	φ	7	*	6	10	11 22	13	*

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***	2	9 7	*	'n	9	7	8	ø,	01	13	12	13	14	15 1	16 1	17 1	18 19		20 2	21 22	2.3
Σ.	Wage policy should keep in mind the relationship between wages of industrial and agricultural labour and also national income]		1	_		1						-								
9	Objective should be as mentioned by Steering Group of Reserve Bank of India it. generate domestic income savings—restraining consumption etc.	1	1	1		1	1	1			1	1	ı	900	1	1	·,		1	1	
11	By having a complete regimentation of the economy regulating wages, profit and other income	1	-	1	-	1	1	-		1	' 	1	_	' 	'	ı	i 	,		1	
13	Objective should be to increase the relative share of labour	1	-	1	1	1	1	1	1	1		'	. 1				1	'		ı	,,,,,
19	Expert body should be set up to look into	1	24	1	-	1	1	1	ı	1	1	,	1	. 1	ŧ		l	,	,	1	
20	Not practicable to think integrally of these	1		ļ	1	. 1	1		ł	1	, 1		-	٠ ،		, I	!	,	1	1	
21	Free competition is desirable	1		1	1	1	1	-	1	1	1	' 1	; 	, ,	'	1	1		1		
22 23	The concept is out moded It should be based on national consideration and developmental planning/ capacity to pay of the industry should be kent in view.	1 1	1	1 1	-	1	1		1	1	' -	1	' 	, I	1	1	-	1			
24	To secure better standard of living/lt should be based on national considerations and developmental planning.	1	ı	1		J.	1				• 1		· .			'		. !	. 1	. 1	1
25	It should be based on national considera- tion, price stability to secure better standard of living	_	-	1	1	ı	1	1	1	1	'		,	ı	-				1		
26	There should be wage freeze/not necessary to have such a policy	1		1	1	1	1	l	1	- 1	1	1	. 1	1			1		'	'	
27	It should be based on national considera- tion, developmental planning and price stability	1	-	1	1	2	1	1	1	1	1	1	2	-	1	-	1	1	1	1	
28	To secure better standard of living, fair play to capital, labour, entrepreneur, exchequer and price stability	1	1	· -	1	1	1	1	1	1	' 	1	1		I	1	1	1	ì	, ,	. 1
29		1	-		1	1	1	1	1		1	1	1			,	. 1				1
8										,							<u>.</u>	· 201			
3	No comments	4	∞ .	71	37	: ا چ	8	13	9	N	 	1 47 	<u>18</u>	#? 	- 66 - 7	2	14		*	31.	28 374
	Тотаг.	18	21	23	74	45	4	24	=	2	7	2 8	25	7	1 2	15 5	51 1		15 8	33 4	40 524
l												-				-		-			

TABLE No. 1.278—(watd.)

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2-278

lgto'T	8	7	23	91	-	. හ	**	-	8	13	9	7	87	
Others	19	1	11	9	=	ĸ	l	l	İ	7	-	İ	-	
Paper & Paper Pulp	18	1	1	ı	1	ı	ı	1	I	per4	1	1	1	1
Chemicals & Chemical Products	17	-	1	ı	1	1	1	1	1	-	1	1	1	1
Fertilizera	91	ļ	1	,	1	ı	i	ł	. 1	I	~	1	1	Ī
froquant iA	15	ł	1	I	Ì	İ	i	1	1	1	_	ı	1	••••
Road Transport	14		1	I	1	-	J.	ŀ	1	1	I	1	İ	.
110qena1T liaA	13	ı	-	ı	1	١	ı	1	1	1	1	1	1	1
Banking	12	İ	1	I	- 1	1	1	1	1	8	1	ı	ł	1
Oil extraction, Refining and Distribution	=	l	1	⊶.	I		ļ	l	1	I	1	I	1	
Enginecting including Machine tools Scientific instruments	10	İ	8	-	I	-	1	I	84	***	1	-	**	
Iron and Steel	6	ı	1	i	1	ı	ı	l	1	-	ł	-	1	;
Cement	8	1	~	-	. 1	ı	ł	l	1	-	İ	ł	I	
Printing and Publishing	7	1	ı	8	1	ı	1		I	1	ļ	1	I	
eslinxoT IIA	9	1	ı	-	I	I	-	1004	1	946)	304	1	ı	ì
Sugat	5	1	ı	-	Ι.	I	1	ł	I	l	7	l	I	
Mining including Coal Mining	4	-	8	8	I	I	l	1	I	1	I	I	ł	***
enoitatnal¶ IIA	3	ı		İ	ı	ı	1	l	1	İ	1	ł	ł	j
Q. No. 156: (a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and prices is often emphasised. What should be the objective and scope of such policy?	2	To secure better standard of living.	To play fair to capital, labour, entre- preneur and exchequer	Efficiency and productivity .	Wages should be increased in relation to per capits output, but without raising prices	Capacity to pay of the industry should be kept in view	Enforcing a total freeze of wages, income and prices.	There should be wage freeze:	Should take into account the primary interest of consumer to get purchasing power	It should be based on national considera- tions and development planning	Price stability	We have not yet reached a stage to enforce this policy.	Wage policy should keep in mind the relationship between wages of industrial and agricultural labour and also national income	3 Objective should be as mentioned by steering Group of Reserve Bank of India i.e. generate domestic income savingsrestraining consumption etc.
Serial Number	-	-	84	¢.3	4	לא	φ.	7	80	ф	92	11	12	13

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N ಐ 1. ļ ļ. Ξ Ġ ļ Ġ. ø 1-1 -| | 'n 1 1 ដ 1 1 1. 1 By having a complete regimentation of the economy, regulating wages, profit and other income Not practicable to think integrally of these Expert body should be set up to look into this It should be based on national considera-tion, developmental planning : capacity to pay of industry should be kept in view To secure better standard of living should be based on national consideration and It should be based on national considera-tions developmental planning and price stability TOTAL. 17 Free competition is desirable developmental planning No comments

TABLE No. 2-278-(contd.)

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-278

tion, development planning and price stability. 15 To secure better standard of living, to raise efficiency and productivity; to accelerate the growth; price stability; to remove inequitable distribution of wealth; to raise employment opportunities.	1 8 1 6 1	4. %	15 16
TOTAL . 12 4 2 15 1 1 5 3 1	1 3 3	ຄ	88 141

TABLE No. 4.278

O. No. 158: (a) In the context of planned development of the context of							ರ	Central Trade	rade Unions	ons				Empl	Employers Associations	ciation
where foreign of beligness development of being an integrated a policy in regard to wage, incomes and price is offer complainted (What an integrated of being an integrated wage, incomes and price is offer complainted. What a policy is control to wage, incomes and price is offer complainted. What a policy is control to the control of bring. To part in to control between of thing. To part in the category of the industry should be been of the control of thing to control be been on at other control of thing to the control of thing to the control of thing to the control of thing to the control of thing to the control of the control		Ö. No. 156 :	l												Employers	
To secure better standard of living. To play fair to capital, labour, carregree The play fair to capital, labour, carregree The play fair to capital, labour, carregree The play fair to capital, labour, carregree The play fair to capital, labour, carregree The play fair to capital, labour, carregree The play fair to capital, labour, carregree The play fair to capital, labour, carregree The play fair to capital, labour, carregree The play in view of the industry should be The play in view of the industry abould be The play in view of the industry abould be The play in view of the industry abould be The play in view of the industry abould be The play in view of the industry and the play in the play of the industry and the play play in the play of the industry and the play in the play of the industry and the play		(a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and price is often emphasised. What should be the objective and scope of such a policy?	ו. א. ד. ט. פ.	Its affiliates	A. I. T. U. C.	ts affiliates	л. т. u. с.	to affilia est	н. м. s.	estailfile es I	B. M. S.	estailifta ett	A. I. M. O.	Its affiliates	Council of Indian	estailma etI
	1	.2	65	4	3	9	7	8	6	10	11	12	13	14	15	16
To play fair to capital, labour, entreprent and the cachequet Efficiency and productivity. Capacisty to pay of the industry should be the fair industry should be beed on national considers. Efficiency and productivity. It should be based on national considers. The objective could be to put a check on the profilers and to prevent the actual triang prices a minimum level of living to every clitters and to prevent the actual triang prices. The objective could be to put a check on the profilers and to prevent the actual triang prices. The objective could be to put a check on the profilers and to prevent the actual triang prices. The objective could be to put a check on the profilers and to prevent the actual triang prices. The state of prevent the actual triangle of a few. Wage policy should be considered a stage to enforce the profilers and a segmentation of wealth in the hands of a few. Wage policy should be to mind the relational bloom and also named other monus. By having a complete regimentation of the economy, regulating wages, profits and other monus. Expect book should be set up to look into the and other monus and and other monus. Expect book should be based on mational consideration and dependently planning, derailoons and developmental planning, derailoons and developmental planning.	1	To secure better standard of living.		1		1]	1	1	1	1	1	1	,1	1
Efficiency and productivity		To play fair to capital, labour, entrepre- neur and the exchequer	1	1	ļ	1	-	ı	Í	I	I	١	1	7	١	٠,
		Efficiency and productivity	١	1	1	1	1	١	1	-	ı	ľ	1	ŀ	1	
		Capcacity to pay of the industry should be kept in view	1	1		ı	1	1	ı	I	1	1	ľ	ı	١	_
		It should be based on national consideration and Developmental Planning	-	-		1	1	1	ï		1	1		1	١	4
		Price stability	1	1	1	1	1	1	1	1	I	1	. 1	1		2
		could be to s through	1	-	. 1	1	1	1	1	i		1	}	1	ı	
		To ensure a minimum level of living to every citizen and to prevent the accumulation of wealth in the hands of a few	١	-	1		1	1	1	ļ	l	I	· · · · · · · · · · · · · · · · · · ·	1	1	1
in mind the so of industrial and also national and also national consideration of wages, profits		We have not yet reached a stage to enforce this policy.	į	١	-	ı	1	1	1	- 4	1	1	1	ļ	ı	1
imentation of wages, profits — — — — — — — — — — — — — — — — — — —		Wage policy should keep in mind the relationship between wages of industrial and agricultural labour and also national income	1	1	1	I	1	ı	-	1	ļ	1	ı	1	1	_
rease the relation p to look into 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		By having a complete regimentation of the economy, regulating wages, profits and other incomes	1	ı	1	. 1	-	1	1	1	ı	1	1	1	1	-
ational consi-		Objective should be to increase the relative share of labour	j	1	١	ı	-	1	1	ŀ	1	1	1	1	ı	_
ational consi-		Expert body should be set up to look into	I	-	۱.	ı	1	1	1	ŀ	ł	I	1	ı	1	-
It should be based on national considerations and developmental planning, efficiency and productivity		•	1	1	1	1	1	. 1	1	1	1	1	1	1	1	i
		It should be based on national considerations and developmental planning, efficiency and productivity	1	ı	1	1	. 1	1	1	1	1	١	١	. 1	=	ı

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	က	រូបួមខាង •	10	Wind of Cooper	1.
		based on national considera- velopmental Planning. Price he objective would be to put he profiteers through taxation prices and to secure better living	ational considera	ficiency and pro- nsideration and g Price stability, rs through taxa- secure minimum citizen and to n of wealth in the naking our Plans	Total
	2	It should be tion and De Stability. T a check on the and rising standard of	It should be based on national considera- tion, developmental Planning and price stability	The objective should be to secure better standard of living, efficiency and productivity, national consideration and Developmental Planning Price stability, checking of the profiteers through taxation and rising prices to secure minimum level of living to every citizen and to prevent the accumulation of wealth in the hands of few and also making our Plans employment oriented.	•
	-	9	17	81 61	

	DISTRIBUTION OF RESPONDENTS
TABLE No. 1.279	S TO THE QUESTIONNAIRE—CATEGORY-WISE
	REPLIES TO

Enterprises/Undertakings Employers Worbers Unions Associations Private Other Unions	State Sphere Co-operative Medium-size Small-size Central Organisations State/Regional Branches Organisations Organisations State/Regional Branches Gentral Trade Unions State/Regional Branches State/Regional Branches State/Regional Branches State/Regional Branches State/Regional Branches State/Regional Branches State/Regional Branches State/Regional Branches	7 8 9 10 11 12 13 14 15 16 17 18 19 20								* 1							
Government Departments State	Labour Others (including Local Bodies) Central Sphere	4 5 6		1		1 1 1	-	2 + +	2 - 3	7	- -	1 1 3	 	 	5	 	
	Q. No. 156: (a) In the context of planned development, the question of taking an integrated view of policy in regard to wager, incomes and price is often emphasised. What should be the objective and scope of such a policy? (b) Indicate the guidelines for such a policy in the light of the perspective for the growth of the economy? [Reply to part (b) only]	2 3	Establishment of a National Board or National Council for Wages, Incomes and Prices.	und entrep	Fair wages to workers.	Increasing the per capita production . 1	Appointment of a high level committee.	Increasing productivity, development of industry, economy and the interest of the consumers should all be the guidelines	Primary interest of the consumers should be important (by checking inflation) . —	They may vary from industry to industry according to their types	By coordinated efforts of the Govt. and the employers' and workers' organisations (or country as a whole)	By launching an integrated plan aimed at fostering a self-generating conomy		The policy enunciated by the Hazari	By linking wages to productivity I	Per capita national income should be a	

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	22		1	ćΰ	1	1	1	1	1	1	ŀ	-	8	\$
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	20		1	1	1	1	ł	I	ŀ	1	1	1	2	15
	61			ł	1	1	ł	J	1	1	I	J	11	=
	82		I	1	1	- 1	-	- 1	I	ເນ	1	1	41	21
	17		1	J	1	1	1	1	I	***	1	1	11	15
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td.)	12		J	1	1	1	_	J	1	1	1	1	-	2
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	9		1	1	_1	-	Ξ		-	I	1	1	42	74
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	4	c	4	1	1	1	-	•	1	1	ŀ	1	=	21
	က		ļ ·	1	, 1	1	1	1	1	1	ŀ	1	15	18
	1 2	16 These should be left to Planning Commission; Reserve Bank should lay down	17 The policy must integrate prices with	wages	18 As laid down in the report of the Reserve Bank of India on a "framework" for policy on income and prices	19 Industry should exist for the Social good and retain capacity to fulfil economic and social obligations.	20 Fair returns to capital and entrepreneur and fair wages to workers	21 Fair wages to workers; increasing the per capita production	22 Coordination between wage policy in private and public sector and increases in profits and wages	23 Fair wages to workers; abolition of managing agents & monopolies to put ceiling on urban incomes	24 Primary interest of the consumer should be important; per capita national income should be guideline		26 No comments	TOTAL
	1	-	_		-	-	7	બ	64	C4	7	25	7	-

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) **TABLE No. 2-279**

LatoT	20	ಣ	က	-	-	©	S	က	4	9	=	7	-	7	-	19
Огрега	19	-	_	ı	ı	7		co,	-	မ		24	1	1	1	4.
Paper & Paper Pulp	82	1	1	ı	ı	`1	ı	i	1	1	1	ı	1	ı	1	1
Chemicals & Chemical Products	17	ı	1	1	ı	1	1	ı	-	1	1	ı	1	ı	1	-
Fertilizers	16	1	1	-	_	-	1	ı	1	1	1	1	1	1	1	1
JioqenaT riA	15	ı	1	ı	ı	-	-	ı	1	1	1	1.	1	1	1	1
froqenarT baoA	14	1	ı	ı	ı	-1	1	1	1	1	1	1	1	1	1	1
Transport	13	1	ı	1	1	1	ı	1	1	ı	, 1	ı	i	+	1	1
Banking	12	١	١	1	ı	1	1	1	1	1	1	1	1	-	1	1
Oil extraction, Refining and Distribution	=	1	1	ł	1	1	1	ı	-	-	I	1	ı	1	-	1
Engineering including Machine tools & Scientific instruments	10	1	ı	1	1	1	7	1	1	-	1	7	1	١	1	2
Ison and Steel	6	1	1	1	1	1	. 1	1	1	-	1	-	1	1	1	ı
Cement	8	1	-	1	1	1	1	1	1	i	1	ı	1		1	ı
gaidsildu bas gainairg	7	1	1	ı	1	73	1	1	1	, 1	1	ı	i	1	1	1
səlitxəT IIA	9	1	1	ı	1	1	_	1	1		1	1	1	1	1	1
Sugar	5	. 1	ı	ı	1	1	1	1	1	1	1	1	1	I	ı	1
Mining including Coal Mining	4	ı	-	ı	ı	ı	1	ı	1	ı	1	7	ı	1	1	64
snoiss) as IIA	င	-	ı	1	1	1	1	ı	8	1	1	1	1	i	1	1
Q. No. 156: (a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and prices is often emphasised. What should be the objectives and scope of such a policy of Indicate the guidelines for such a policy in the light of the perspective for the growth of the economy. [Reply to part (b) only]	, 2	Fair returns to capital and entrepreneur	Fair wages to workers.		·					By launching an integrated plan aimed at fostering a self generating economy	The policy recently adopted by the British Govt. in this regard may be considered with necessary modifications suitable to Indian conditions	By linking wages to productivity .	Per capita national income should be a guide line	As laid down in the Report of the Reserve Bank of India on a "frame work" for policy on Incomes & Prices • • • •	Industry should exist for the social good	Should be both: fair returns to capital and entrepreneur and fair wages to workers
Serial Number	-		7	ç,	4.	S.	φ	7	~	6	10	11	12	13	*	15

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	20	-	_	-	179	248
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	18	1	1	1	m	တ
,	17	1	1	1	9	80
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	15	1	1	1	1	. 2
	41	1	1	1	12	12
	13	ł	-	1	l	1
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	10	1	ì	ı	6	18
onta).	်ဂ	1	i	1	60	9
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TABLE No. 2.279-(contd)	7		ı	1	6.3	25
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		5 u.	ឌ ដ ,ង	<i>≻</i> *⊎ •		1
	2	16 By giving fair wages to workers and at the same time increasing the per capita production	17 By co-ordination of wage policy in private and public sector and also co-ordination between increase in profits and wages.	18 Consumers interest should be primary and per capita national income should also get due importance	19 No comments	Total
	-	16 By sa	72 PB PB PB PB PB PB PB PB PB PB PB PB PB P	2 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	19 N	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DIST RIBUTION OF RESIONDENTS (UNIONS) **TABLE** No. 3·279

	Total	16		~	67	1041	384	•	-	-	-	-	2	-	8	=	115	141
	eradio	15		 -	-	1			ı	,1	-	-	7	ı		ιΩ	92	88
	Road Transport	14		l	١	1	l		1	1	Ţ	1	I	1	Ţ	-	24	ક્ષ
	Rail Transport	13		l	1		l		1	i	1	Į	1	Ī	i	I	7	67
	Banking	12		1	1	ı	I		1.	I	1	1	1	1	1	1	က	on.
	Oil extraction, Refining and Distribution	11		1	1	ı	ı		· 1	1	1	1	1	1	I	ı		-
	Enginecting including Machine tools & Scientific instruments	10		Ī	1	1	Į		I	I	1	1	. 1	I	I	. 1	ణ	က
	Iron an d Steel	6		l	ı	1	1		-	-	1	1	I	1	Į	1	က	S.
	Cement	8		I	-	1	1		ı	1	1	ı	1	ı	ı	1	1	-
	Snidsildug & Snitnirg	7		ļ	1	1	Ī		1	1	I	1	Ţ	I	1	ı	1	-
	eslineT llA	9		l	_	١	-		· 1	•	1	1	ı	1	-	, 64	10	15
	Sugar	ro.	,	l	1	1	I		Ī	Ì	1	1	ı	1	l	l	2	2
	Mining including Coal Mining	4	,	Ī	ı	ı	I		Ţ	1	1	1	ļ	l	ļ	. 1	4	*
	anoitantal IIA	60		l	1	ı	ſ		1	1	ı	ı	ı	-	1	67)	8	12
	Q.No. 156: (a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and prices is often emphasised. What should be the objective and scope of such a policy? (b) Indicate the guidelines for such a policy in the light of the perspective for the growth of the conomy.		1 Establishment of a National Board or National Council for wages, incomes		2 Fair wages to workers	Increasing productivity, des	of measury and evolution and the guide lines.	4 By co-ordinating efforts of the Govt,	and the employers, and workers' Organi- sations (or country as a whole)	5 By launching an integrated plan aimed at fostering a self-generating economy	6 The policy enunciated by Hazari Com- mission should be followed	7 Per capita National Income should be the guide line	8 Abolition of Managing Agents and Monopolics.	9 Industry should exist for the social good and fulfil economic & social obligation	10 Fair returns to capital and entrepreneur; Fair wages to workers.	11 Fair wages to workers; Abolition of managing agents and monopolies; to put ceiling on urban incomes	12 No comments	TOTAL .
,	· · · · · · · · · · · · · · · · · · ·	1							~						-	_ `	-	•

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-279

iations	Its affiliates	16	1	1 2	. 2	١	1	-	1	ļ	4	1 :	a	26
Employers Associations	Council of Indian Employers	15	1	1 1	-	1	ı	ı	ı	ł	1	1.	-	-
Employ	estailfila ett	14		NAME OF THE OWNER, THE	l	-	ı	1		I	1	1	-	8 7
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Central Trade. Unions	.е. м. н	6	ı	١.	- 1	1	١	ı	l	ı	ı	١	ł	
Central T	Its affiliates	8	ı	ı	!	***	I	ł	ı	ı	1	ı	7	2
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	A. I. T. U. G.	5	I	ı		I	1	1	ł	1	ł	l	1	٠
	estrailma etI	4	١	1 -	۱ ا	_	=	ł	I	-	1	10	24	38
	гит п.с.	က	l	1		ı		I	Į.	.	******	-	1	1
	Q. No. 156: (a) In the context of planned development, the question of taking an integrated view of policyin regard to wages, incomes and prices is often emphasised. What should be the objective and scope of such a policy? (b) Indicate the guidelines for such a policy in the light of the perspective for the growth of the economy. [Reply to part (b) only]	2	Establishment of a National Board or National Council for wages, incomes and prices.	Fair returns to capital and		• • •	By launching an integrated plan fostering a self-generating ex	Per capita National Income should be the guide line.		Industry should exist for the and fulfil economic and social	Fair returns to capital and entrepreneur; Fair wages to workers.		No comments	TOTAL .
	Serial Number	-		C1 61	. 4	S	9	7	80	6	10	=	12	

9	REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS
TABLE No. 1.28 0	CATEGORY-WIS:
	HE QUESTIONNAIRE—
	REPLIES TO TH

					-											
			Total	23	96.	2	-	1	œ	2	-	-	-	-	204	524
	Others		elaubivibuI	22	11	1	1	1	ſ	-	ſ	-	I	İ	88	6
	° }	8	Research and Other Institution	21	[]	ı	1	1	1	1	-	I	1	I	32	33
	l	Sg l	Szis-Ilam2	22		1	1	1	I	1	1	ı	1	ſ	12	15
	Unions	er unions	Medium-size	61	[]	ı	1	ı	ı	1	1	1	1	1	11	=
		Other	Large-size	138	[-]	ı	1	1	1	ſ	1	ı	I	1	51	51
77.77	Workers		anoinU aibaI IIA (əsiw-yıtsubaI)	11	[]	ſ	ſ	1	-	ı	1	1	ſ	-	13	15
	Wo		State/Regional Branches	16	[-]	-		1	I	1	1	I	I	ļ	4	24
LEST	1		Central Trade Unions	15	11	1	1	ı	ſ	1		1	1	ı	7	7
5	1 S 22	[Other Associations/ Organisations	41	11.	-	1	1	1.	ſ	1	ı	1	į	83	2 5
CT TOTAL CT	Employers Associations		State/Regional Branches	13	1.1	1	1	-	I	1	1	ı	1	. 1	_	2
	. A. i		Central Organisations	12	1.1	ı	1	. 1	1	1	1	ı	ļ	١	8	2
7	Government Enterprises/undertakings Departments		Small-size	11	1	•	1	1	1	ſ	1	1	ı	1	7	2
TCIM-IX		Private	Medium-size	10	11	I	1	1	1	1	1	I	ı	1	=	11
LONNAIRE -CALEGORI			Large-size	6	ΙÌ	ſ	1	1	-	ſ	ı	ı	-	١	ដ	24
5			Co-operative	ဆ	- 1	1	I	1	1	i	1	1	1	•1	ಣ	4
MAIR			State Sphere	7	11	ſ	1	1	1	1	I	I	ı	ſ	45	45
_			Central Sphere	9	1 2	ſ		1	-	1	ſ	I		ſ	2	74
202		State	Other (including Local Bodies)	5	11	Ī	1	Ţ	1	1	ı	I	1	I	23	23
101		8	TuodaJ	4	- 1	1	1	ı	I	-	1	1	I	1	61	21
KEFLIES TO THE QUES		l	Central ,	80	11	I	1	1	I		- 1	I	1	١	18	81
KEFL		Q. No. 156: (a) In the context of planned develon-	ment, the question of taking an integrated view of policy in regard to wages, incomes & prices is often emphasised. What should be the objective & scope of such a policy? (b) Indicate the guidelines for such a policy in the light of the perspective for the growth of the economy? (c) Changes in the existing institutional arrangements for implementation of such a policy may also be indicated? [Reply to part (c) only]		Highly technical people in respective fields Should be coopted or consulted . Only plants with sufficient capacity should be licensed.	§ A national economic development office/institution may be established	4 The ever growing conflict between political aspirations and economic relations must be identified and discarded	5 A wing of Planning Commission may be responsible for implementing any policy in this regard, if evolved by the Govt.	6 Increasing participation of workers in the industrial activity	7 Institutional arrangements are adequate but they should work efficiently	8 There shall have to be a mixed frame work i.e. a basis combining a voluntary & a statutory basis for India	9 Some new institutions should be developed	10 Extent of state intervention in different types of Industries should be determined.	11 Existing institution of Managing Agents should be abolished	12 No comments	TOTAL

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2:280

LatoT	20	-	8	m	1	-	7	1 239	248
Others	61 *	1	1	-	I	-	1	125	127
Paper & Paper Pulp	18	1	ļ	ı	1	.	-	67	ະຕ
Chemicals & Chemical Products	17	1	1	ı	1	1	-	1 -	8
Fertilizers	16	ı	I	١	1	1	1	و ا	9
ransport riA	15	1	1	١	. 1	1	ı	1 ~	2
Road Transport	14	1	ļ	i	1	. 1	١	12	12
Fail Transport	13	I	.	1	ľ	1			1
Banking	12	I	ļ	1	1	I	I	60	3
bns gainibs, Refining and Distribution	11	1	I	١	7	İ	1	1 2	9
Engineering including Machine tools & Scientific instruments	10	I	7	I	. 1	a a a a a a a a a a a a a a a a a a a	1	16	18
Iron and Steel	6	1	I	ı	I	1	1	1 2	9
Gement	8	1	1	ļ	ļ	. 1	1	٠١ ٣	æ
saideildo's bas gaitairs	7	I	ļ	-	I	1	1	ا ا	r3
esliixe IlA	9	I	,	I		I	1	23	22
Sukar	2	1	-	I	and the second s	I	I	6	10
Mining Including Coal Mining	4	ļ	-	Ì		I	1	١٥	6
moitstas [4] IIA	89	ı	I		ı	I	ı	-	7
Q.No. 156: (a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and prices is often emphasised, What should be the adjective and scope of such a policy? (b) Indicate the guidelines for such a policy in the light of the perspective for the growth of the economy. (c) Changes in the existing institutional arrangements for implementation of such a policy may also be indicated? [Reply to part (c) only]		I Highly technical people in respective fields should be coopted or consulted .	2 Only plants with sufficient capacity should be licensed	3 A National economic development office/institution may be established	4 The ever growing conflict between political aspiration and economic relations must be identified and discarded	5 A wing of Planning Commission may be responsible for implementing any policy in this regard, if evolved by Govt. •	5 Increasing participation of workers in the industrial activity	7 Extent of State intervention in different types of industries should be determined 8 No comments	Total.

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.280

IstoT	16	1		prod	138	141
Others	15	1	1,	1	87	88
Foad Transport	41	1	1	1	67	8
froquarT liaA	13	1	1	ĺ	က	့က
Banking	12	1	I	1	່ ເກ	က
Oil extraction, Refining and Distribution	11	1	1	1		-
Engineering including Machine toots & sloot	10	1	1	ł	er)	80
Iron and Steel	6	1	1	I	4	5
Cement	8	1	.		.1	-
gaidsildu & gaitairT	7	ļ	l	l	-	1
All Textiles	9	1	١	1	15	15
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gainiM IsoD gaibulani gainiM	4		I		4	4
enoitanal¶ IIA	က		1	1	12	12
Q. No. 156 (a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and prices is often emphasised. What should be the objective and scope of such a policy? (b) Indicate the guidelines for such a policy? in the light of the perspective for the growth of the economy? (c) Changes in the existing institutional arrangements for implementation of such a policy may also be indicated.	1 2	1 A national economic development office!, institution may be established	2 Increasing participation of workers in the industrial activity	3 Existing institution of Managing Agents, should be abolished	4 No comments	Torat

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.280

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Others	5	elaubivibuI	22	-	6	ı	ı	67	-	į	ŀ	. 1	92	=
8	acto	Research and Other Instituti	21		r.	1	ļ	-	ı	ı	ı	1	27	8
	(_(Small-size	82		8	1	1	1	1	ı	ı	ı	62	:
	Other unions	Medium-size	61		ı				i	1	1	1	. 11	:
ions	Other	Large-size	81			•	1	ري د		1		ەن	31 1	
Workers unions		andia Unions (Seiw-Yrieubal)	2	'	2	,	1	2	-1	,		_	6	
Wo		State/Regional Branches	16	1	11	1	1	j	1	1	.	. *	27	
	<pre>{</pre>	Central Trade Unions	15	1	4	~	1.	1	1	ı	ı	-	-	
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Employers Associations		State/Regional Branches	13		ı		1	_	1	1	1	1	1	
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kings	Private	əzis-muibəM	10		7	1	1	8	1	1	1	1	7	
Enterprises/undertakings		Large-size	6	1	ιĠ	-	1	4	1	1	1	1	13	;
prises/u		So-operative	8	1	-	~	1	-	ı	ı	l	1		,
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1		Central Sphere	9	13	11	8		18	-	ຕ	ı	1	25	
,	State	Others (including Local Bodies)	5	ı	7	1	1	-	ı	ı	1	1	20	
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204		Central	33	ı	l	ı	ı	7	ļ	1	ı	ı	16	
				•		•	. 32	. •	¥.	8		•	•	1
		O. No. 157 (a) Do you suggest a policy of 'Wage freeze??	. 2	Ycs	No	Only under certain circumstances	Only when prices are lowered to pre-1962 level	No, unless there is price freeze etc.	Such a policy is inconceivable specially when the prices are spiralling up	Not until food and other basic amenities are provided at reasonable rates:	No, it is anti-social and anti-human	It is both unfair and impracticable	No comments	1
		Scrial Number	-	-	2	60	4	. 17	φ	1	ø	6	. 01	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2 281

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Total	20	83	8	9	****	co	43	97	130	248
Others	61	82	15	CVI		6	16	-	73	127
Paper & Paper Pulp	18	-	1	ı	1	I		1	***	က
Chemicals & Chemical Product	12	1	m	ı	ı	. 1	-	. 1	4	8
Fertilizers	16	1	-	i	-	1	4	. 1	1	9
troquerT niA	15		ı	 -(ı	ı	-	İ	ı	2
Road Transport	4.		-	i	ı	. 1	8	1	့စ	12
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gnising	12		1	1	ļ	ļ	1	. 1	က	3
Oil extraction, Refining and Distribution	=	,	-	1	1	.	4	ı		9
Engineering including Machine tools & Scientific instruments	10	2	4	ı	ı	1	7	7	∞	88
Iron and Steel	6	1	2	***	1	. 1	, 2	1	1	9
Cement	æ _.	1	ļ	ļ	1	1	. 1	1	7	83
Zaideildu Las Zaitaira	7	2		1	1	ı	ı	ı	2	5
eslises IIA	9	4	ı	1	ı	-	9	I	Ξ	22
Sugar	ı,	1		-	ı		. 21	1	6	01
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fo. 1 freez				unde	vhen	t pol	oless	stil f	mme	
Q. No. 157(a): Do you suggest a policy of 'wage freeze??		Yes .	٥	Only under certain circumstances	Only when prices are lowered to pre 1962.	Such a policy is inconceivable, especially when the prices are spiralling up	No, unless there is price freeze	Not until food and other basic amenities are provided at reasonable level	No comments	
		χ _	2 No	က (၁	4 ·		Ž 9	Z ä	Ž 8	
Serial Number			**	4.3	4 .	rU ,	~		w	I

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-281

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Others	15	91	7:	-	į		ιņ	\$	88.
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gnising .	12	i	ľ	7	,	1.	I	7	. on
Oil extraction, Refining and Distribution	11		l-	i:	I	1	i	I	-
Engineering including Machine to tools & Scientific instruments	10	· == ,		1	l.	1	l	7	3
Iron and Steel	6	es	1	L	Į.	1.	1	7	7.0
Cement	ဆ	1	1	-	l	i	l	7	-
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enoitatnal¶ IIA	9	83	T	73	1	1.	7	∞	15
Sugar	S	I.	1:	l.	1	-	,	7	2
Mining including Coal Mining	4	l	1	i	1	1	ı	*	4
• anotharmal IIA	8	z,	1	- 1		I	7	*	13
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1. 157 1. sugg		•	pde	less t	polic e pric	s ant	ith u	proces	
Q. No. 157(a) : Do you suggest a policy of "Wage freeze"?		S.	Only under certain circumstances	No, unless there is price freeze	Such a policy is inconceivable, especially when the prices are spiralling up	No, it is anti-social and anti-human	It is both unfair and impracticable	No comments	
Serial Mumber	1	Z	2 0	2	` 4	ž.	₩	7	. pa
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TABLE NO. 4-281	REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

					•	Central T	Central Trade Unions	suo				Employers	Employers Associations	
4													Employers	
Q. No. 157: (a) Do you suggest a policy of 'wage	"		' 0'										asiba1	
Script Numb	I. N. T. U.	estailifla etl	A. I. T. U.	estaifffa etI	л. т. u. с.	Its affiliates	.е. м. н	estailiffa et I	B. M. S.	१ ३१ हासिड हो	A. I. M. O,	estailffta etI	To lionnoD	enteilfige et I
2	က	4	5	9	7	8	6	10	11	12	13	14	15	16
Yes	1	ı		I	ı	j	ı	l	7	*****	1	İ	1	9
No		10	ı	9	67	-	1	က	<u>.</u>	1	<u>.</u> 1	1 :	1	ΙĠ
3 Only under certain circumstances	1	I	ı	ı	i	ı	1	1	1	1	-	· 🚙	.1	
Only when prices are lowered to per 1962 level .	1	I	1	ı	1	ı	I	I	1	1	ſ.		I	•
No unless there is price freeze .	1	8	1	1	1	1	1	1	1	i	ı	**	ı	
Such a policy is inconceivable, especially when the prices are spiralling up		1	1	1	I	I	1	-	1	ľ	ľ	ŀ	1	,
7 It is both unfair and impracticable		8	1	I	ł	1	1	1	1	1,	ľ	1	ı	•
8 No comments	1	18	١	91	1	-	1	រភ	١,	ம	t	I		2
Torse		56		8	,	,	,			-				٤

TABLE No. 1-282 REPLIES TO THE QUESTIONNAIRE—CATEGORY -WISE DISTRIBUTION OF RESPONDENTS

	Cotal	23		8	4	-	4	က	~	-	67	~	-
Others	siaubiviba	22	1	-	-	1	-	1	l		empt.	ł	1
	tesearch and Other Institutions	21	1	1	1	l	1	ı	1	ĺ	I	1	1
	CI D Size-lient	20	1	1	1	1	I	ı		I	l	1	
_	of partial par	1 61	1	1	1	ı		ı	1	1	1	1	1
Unior	ozige-size	. <u>8</u>	1	1	1	1	1	ı	1	1,	l	1 .	1
Workers' Union	anoinU aibrī II/ (əsiw-yrisubaī)	17	1	1		1	i	1	1	ı	1	1	1
>	tate/Regional Branches	16	I	1	=	1	1	1	1	1	1	1 =	1
	snoinU sharT farinsi	55	1	1	I	1	I	1	ı	1	=	1 -	1
-22 Suo	Associations/ shear Associations/ stobasinsgrO	4	- 1	1	7	:-	1	ı		-, 1	-	1	-
Employers' Associations	sate/Regional Branches	S 2	I	1	1	1	1		ı	1	1	1	1
₽¥.	enoitesinegrO larinoi	12	1	1	ı	i	ı	-	I	1	1	1	1
	Szie-Uam	s =	1	1	1	ı	ı	1	ı	1	ı	1	1
kings	Size-muibol	2 ع	1	1	1	ı	I	1	1	1	1	1	1
Enterprises/Undertakings	sarge-size	r o	1	1	. 1	1	1	l	1	1	1	-	1,
rises/U	evitariqo-ol	> ∞	1	İ	I	ı	I	1	1	I	1	1	
Enterp	tate Sphere	2 ~	1	1	2	I	1	1	i	ı	I	1	1
	kentral Sphere) ဖ	-	-	. 87	l	. co	-	. 1	1	1	1	1
tts tts	Spour (including Local 5)) 6	1	1	ı	I	1	1	ı	1	1	1	1
Government Departments	abour 1	1 4	1	1	ı	1	1	1	1	1	1	1	ı
දුල්	, tenus) m	Ī	1	i	1	1	l	1	Ì	i	1	1
	 Q. No. 157: (a) Do you suggest a policy of "wage freeze"? (b) If so, how can it be implemented under the existing system? (Reply to part (b) only) 	2	Extra profits must be allowed to be ploughed back for expansion purposes and to reduce costs	A ceiling should be fixed on business profits and professional incomes and mop up the extra incomes through taxation	To hold the general price line, specially of consumer goods	By banning any further wage increase.	Total freezing of wages, prices, and incomes	The problem should be studied in detail before it has to be implemented .	High cost of production due to wages in export-oriented industries should be stopped	It is contrary to the Fundamental Rights	By voluntary acceptance by the people/oqual sacrifices	Partial freezing of additional D.A. by merging it in Provident Fund Account is desirable	Through various measures of legislation
	redmiN false	s -	-	64	60	4	χ,	9	7	ω	6	9 -	=

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.282

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sradiO.	19	98-4	**** .	ಣ	-	-	2	1	-	1	-	10	106	127
Paper & Paper pulp	18	ı	ľ	1	1	. 1	l	1	1	I	I	J	က	ຕໍ
Chemicals & Chemical Products	17	- 1	1	·	1	1	1	I.	1	1	1	I	8	ဆ
Fertilizers	16	L	1.	-	ı	I	1	I	ļ	ı	J	I	5	9
110qensT 1iA	15	l	1	1	l	J	J	I	J	I	I	-	1	2
Road Transport	14	I	1	1	J	I	J	J	I	I	I	J	12	12
Rail Transport	13	I	1	1	1	-	J	Ī	1	1	J	1	1	-
Banking	12	1	1	I	4	1	I	l	J	1	I	, 1	က	3
Oil extraction, Refining and	=	I	1	-	1		1	I	J	I	I	I	44	9
Enginecting including Machine totols & Scientific instruments	10	.]	1	1	1	1		1	1	I	1	.	17	18
Iron and Steel	6	1	1	1	J	1	l	J	J	-	I	I	υ.	9
Cement	8	1	1	· t	ļ	I	I	I	I	I	I	I	က	3
Painteildus bas gaitaire	7	1	1	64	: 	I	I	, 1	1	J	J	1	හ :	5
All Textiles	9	ı	1	4	ŀ	,]	I	-	J	I	J	1	17	22
Sugar	3	l	I	1	1	I	1	1	l	, 1	I	I	01	10
Mining including Coal Mining	44	1	ı	ŧ	ì	I	I	1	J	I	J	I	6	6
enoitestasf¶ llA	er,	1	. 1	I	1	l	I	l	1	I	1	I	7	7
Q. No. 157: (a) Do you suggest a policy of 'Wage Freeze'? (b) If so, how can it be implemented under the existing system. [Reply to part (b) only]	2	Extra profits must be allowed to be ploughed back for expansion purposes and to reduce costs	A ceiling should be fixed on business profits and professional incomes and mop up the extra incomes through taxation	To hold the general price line, specially of consumer goods	By banning any further wage increase .	Total freezing of wages, prices and incomes	The problem should be studied in detail before it has to be implemented	High cost of production due to increase in wages, in export-oriented industry should be stopped	By voluntary acceptance by the people .	Partial freezing of additional D.A. by merging it in Providend Fund Account is desirable	STL	Can be 'implemented by 'applying different methods	No comments	TOTAL
Serial Number	-	-	61	6.0	4	Ŋ	9	7	8	<u>ө</u> .	<u>0</u> ,	11	12	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.282

O. No. 157: (a) Tool of Wage (b) Freezer's wargert a policy of Wage (b) Freezer's wargert a policy of Wage (c) Freezer's wargert wargert a policy of Wage (c) Freezer's wargert a policy of Wage (c) Freezer's wargert a policy of Wage (c) Freezer's wargert wargert a policy of Wage (c) Freezer's wargert a policy of Wage (c) Freezer's wargert a policy of Wage (c) Freezer's wargert wargert wargert a policy of Wage (c) Freezer's wargert w	IstoT	16	2	-	138	₹
Q. No. 157: (a) Do you suggest a policy of Wage (b) If so, bow can it be implemented (b) If so, bow can it be implemented (c) If so, bow can it be implemented (c) If so, bow can it be implemented (c) If so, bow can it be implemented (c) If so, bow can it be implemented (c) If so, bow can it be implemented (c) If so, bow can it be implemented (d) If so have can it be implemented (e) If so, bow can it be implemented (f) If so have can it be implemented (g) If so have can i	Offices	15	-	-	88	88
Q. No. 157: (a) Do you suggest a policy of 'Wage (b) Harder the casis in be implemented of the part (b) only) (Reply to part (b) only) (Reply to part (b) only) All ining including was including system? All ining including was including and Steel All ining including was including and Steel All ining including was including and Steel All ining including was including and Steel All ining including was including was including and Steel All ining including was including was including and Steel By holding the general price line, By voluntary acceptance by the people/ equal sacrifices No comments Torat. 12 4 2 15 1 1 5 3 1 1 2	Foad Transport	#		į	က	85
O. No. 157: (a) Do you suggest a policy of 'Wage (b) Freeze? Prozes? (c) Freeze? (c) Freeze? (d) Freeze? (e) Freeze? (e) Freeze? (f) Freeze? (g) Poyou suggest a policy of 'Wage (g) Freeze? (g) Freeze? (g) Freeze? (g) Poyou suggest a policy of 'Wage (g) Poy	Fransport lisA	13		ł	m	က
O. No. 157: (a) Dour suggest a policy of 'Wage (b) If so, how can it be implemented to mylemented under the cristing system? (Reply to part (b) only) All Plantations Alining including the general price line, specially of consumer goods By voluntary acceptance by the people of	Banking	12	-	١	7	က
A. No. 157: (a) Do you suggest a policy of 'Wage (b) If so, how can it be implemented the existing system? (Reply to part (b) only) (Reply to part (b) only) All ining at the existing system? All ining at the cristing system? All ining at the cristing system? All ining at the cristing system? All ining at the cristing system? All ining at the consumer goods By voluntary acceptance by the people/ Gual sacrifices Toral 12 4 2 15 1 1 5	Oil extraction, Refining and Distribution	11	ĺ		-	1
O. No. 157: (a) Do you suggest a policy of 'Wage (b) Ifo you suggest a policy of 'Wage (b) Ifo, how can it be implemented (Reply to part (b) only) (Reply to part (b) only) Plantation of the general price line, specially of consumer goods By voluntary acceptance by the people/ cqual sacrifices Torar. 12 4 2 15 1 1 1	 Engineering including Machine toot & sloot	10	1	-	က	60
O. No. 157: (a) Do you suggest a policy of 'Wage Freeze? (b) If so, how can it be implemented under the cristing system? (Reply to part (b) only) Reply to part (b) only) All ining All South South South All ining All of onsumer goods By voluntary acceptance by the people/ equal sacrifices No comments Torac. 12 4 2 15 1 Torac. 12 4 2 15 1	leon and Steel	6.	1	1	ιΩ	5
O. No. 157: (a) Do you suggest a policy of 'Wage Freeze's Freeze's CO Freeze's C	Cement	&	1	I	==	-
O. No. 157: (a) Do you suggest a policy of 'Wage (b) Hecare's system? (Reply to part (b) only) Reply to part (b) only) 2 By holding the general price line, specially of consumer goods By voluntary acceptance by the people/ equal sacrifices No comments Total 12 4 5 6 7 8 12 4 5 12 7 Total	gnishildus & gnitnirs	7	1	J	-	-
O. No. 157: (a) Do you suggest a policy of 'Wage (b) Heeze'? (Reply to part (b) only) Reply to part (b) only) 2 3 4 By holding the general price line, specially of consumer goods Synchronics No comments Total 12 4 Total 12 4	 All Textiles	9	1	l	15	15
Q. No. 157: (a) Do you suggest a policy of 'Wage (b) If so, box can it be implemented under the existing system? (Reply to part (b) only) 2 By holding the general price line, specially of consumer goods By voluntary acceptance by the people/ equal sacrifices No comments Torat: 12	Sugar	5	ı	1	8	2
Q. No. 157: (a) Do you suggest a policy of 'Wage Freeze': (b) If so, how can it be implemented under the existing system? (Reply to part (b) only) 2 By holding the general price line, specially of consumer goods By voluntary acceptance by the people/ equal sacrifices No comments Total	Mining including Cost Mining	4	ŀ	ı	4	4
A a a a a a a a a a a a a a a a a a a a	 anoitatual¶ IIA	80	1	I	12	12
ANNUALISM I DIAME I I	O	2	1 By holding the general price line, specially of consumer goods		3 No comments	Тотак .

16 tts affiliates 56 Employers Associations Council of Indian Employers Its affiliates 7 60 1 1 13 A.I.M.O. -REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE Its affiliates 12 1 20 Ŋ B. M. S. 1 | 2 6 Its affiliates ຸ| ∞ Central Trade Unions H. M. S. 6 | -TABLE No. 4-282 Its affiliates æ 8 u.r.u, c. 80 80 Its affiliates 22 A. I. T. U. C. S 1 Estailfita etl * 88 8 LN.T.U.G. If so, how can it be implemented under the existing system? [Reply to part (b) only] (a) Do you suggest a policy of "wage freeze?? By holding the general price line, specially of consumer goods; By banning any further wage increase. The problem should be studied in detail before it has to be implemented By holding the general price line, special ly of consumer goods TOTAL By various methods Q. No. 157 : State comments 3 Serial Number 34-1 NGL/69

TABLE No. 1.283
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		Total	23	=	- ⁻ 82	F 60	σ,	-:	, et	£	524
r	-	slaubivibuI	22	1	7	1	ı	_	-	8	\$
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ا ن	anolt	Research and Other Institu	20 2	'	1	'		, 1		14	15
	unions	sis-liang			,	'	'	'	,		
ions	Other	Medium-size	19	l	ı		ı	۱		=	=
Workers unions		Large-size	81	l	ęń.	, [-	ı	I	43	53
Work		enoinU sibnI IIA (seiw-yrstubnI)	17	1	7	I	ı		I	13	15
		State/Regional Branches	16		ന	1	1	1	-	39	42
,	{	Central Trade Unions	15	1	ಳು	ļ	1	1	1	4	7
. i	ſ	Other Associations/ Organisations	41	ı		2	~	1	I	8	2
Employers Associations	}	State/Regional Branches	13	-	1	1	1	1	1	2	2
Em		enotissinsgrO lertnoD	12		1	1	1	1	1	2	2
	· (Small-size	==	. ,	1		I	7		_	7
1.8 u	Private	Medium-size	10	10	87	1	1	1	1	6	==
Enterprises/undertakings	4	Large-size	6		64	1	1	١	1	22	24
ses/muc	{			',	_	1		1	,	ຕ	4
ıterpri		Co-operative	8		,	'	-		,	4	45
Er		State Sphere	1		1	!				4	
. 1	(Central Sphere	9	-	8	1	ΙĊ	ı	-	65	7.7
# 2	State	Other (including Local Bodies)	5	1.	. 1	1		1	1	23	23
Government Departments	\s\((-\)	Labour	4	1	r.	1	-	1	1	15	21
Gov		Central	33	1		Ì	1	Ι	1	18	18
		Q. No. 157: (a) Do you suggest a policy of Wage freeze? (b) If so, how can it be implemented under the existing system? (c) What are the implications of this policy for other incomes? [Reply to part (c) only]		Business profits and professional incomes grow up	2 There will be hardship for the working class, especially if the prices are not controlled.	3 There will be initial hardships which will be mitigated in due course.	4 Where there is wage freeze, other incomes should also freeze	5 It is contrary to Fundamental Rights .	6 Fiscal and monetary policies will have to be suitably re-oriented	7 No comments	Total
		Serialal Nuber	-	-	.4	•-,	•		-	,	

TABLE No. 2.283 REPLIES TO THE QUESTIONNAIRS—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

latoT.	20	-	\$	- en '			228	248	1
Others	13	-	-	81	-	I,	122	127	
Paper & Paper pulp	18	ı	1	1	1	1	97)	80	
Chemicals & Chemical Products	17	ı	+4	ı	-	1	9	æ	
Fertilizers	91	ı	ı	ı	⊸ .	1	ī,	9	
froquarT niA	15	ı	ı	ı	84	ı	1	2	
Foad Transport	14	ı		ı	ı	l	12	12	
110qsnsT lisH	13	1	ı	ı	: =	1		_	
Banking	12	1	ı	*****		1	07	en en	
Oil extraction, Refining and Distributions	11	ı	-	. 1	1	1	'n	9	
Engineering including Machine tools and Scientific instruments	01.	ı	-	1		yeldek	16	18	
Ison and Steel	6	ı	84	`		1	. \	9	
Cement	æ	***	1	-1	•†	1	ຕາ	67	
Zaidelidu's bas Zaitairs	7	ı	1	-		1	ß	.5	
All Textiles	9	***	i	.4=	,	÷	20	22	
Sugar	5	* 1	-	-	=1	1	Ó	01	
Mining including Coal Mining	4	I	-	and the state of t	1	1	œ	6	
All Plantations	3	1	ı	,]	~1	!	7	7	
O. No. 157: (a) Do you suggest a policy of 'Wage freeze'? (b) If so, how can it be implemented under the cristing system? (c) What are the implications of this policy for other incomes? [Reply to part (c) only]	2	Business profits and professional incomes grow up .	There will be hardships for the working class especially if prices are not controlled	3 There will be initial hardship which will be mitigated, in due course	When there is wage freeze, other in-	5 Fiscal and monetary policies will have to be suitably re-oriented .	6 No comments	Total.	
Serial Number	-	-	24		4	-• .	_	**	1

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-283

IntoT	16	Ħ	-	128	141
Others	15	1	l	18	88
Road Transport	14	I	ļ	87	က
Trensport	13	1	1	84	97
Banking	12		ì	8	en
Oil extraction, Refining and Distribution	=		ļ	-	1
Engineering including Machine tools & Scientific instruments	10		1	ers	en en
Iron and Steel	6			**	5
Cement	8	1	1	1	1
Printing & Publishing	7	1	1	-	-
All Textiles	9	1	, -	* 1	15
relation	5	1	1	84	8
Mining including Coal Mining	4	Į.		4	4
enoitainal IIA	8	2	١	01	12
Q.No. 157: (a) Do you suggest a policy of Wage freeze? (b) If so, how can it be implemented under the existing system? (c) What are the implications of this policy for other incomes? (Reply to part (c) only]	2	There will be hardship for the working class especially if prices are not controlled	When there is wage freeze, other incomes should also freeze	No comments	Total.
Serial Number	-	sall)	84	60	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.283

		l				Central	Central Trade Unions	nions			ſ		Employers Associations	Associations	_
Serial Number	 Q. No. 157; (a) Do you suggest a policy of 'Wage freeze?? (b) If so, how can it be implemented under the existing system? (c) What are the implications of this policy for other incomes? [Reply to part (c) only] 	г. й. т. ט. с.	Its affiliates	אַ ד.ד.ט.ט.	sonsilfing at I	u. r. u. a.	Its affiliates	'S 'W 'H	to affiliates	A, M, 8,	eotsilins etl	. о , м. о.	sətsilifis ett.	Council of Indian Employers	eoigilfia eil
-	. 2*	60	4	5	9	7	8	6	01	11	12	13	14	15	9
#	There will be hardships for the working class especially if prices are not controlled	I	85	1	-	-	, ,	1	1	-				J	-
64	There will be initial hardships which will be mitigated in due course	I	I	1	1	1	1	1	ì	I	1	1	. 1	1	-
90 4		١.	8	4	. l .	"		1. *	1, 4	1) .	1 .	1 .	'	~
۲	No comments	-	ç,	1 .	77	N	74	-	D	I	n		מי		S
-	Total	-	38	ı	. 22	85	2	-	. 6	-	ហ		87		52

TABLE No. 1.284 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

	Total	23	立	. en	- N	. ~	7	-	333	524
A.	*laubivibal	22	2	_	ı	1	1	1	53	\$
Others	Research and Other Institutions	21	2		ļ	ļ	1	1	27	33
	Small-size	20	ļ	1	ļ	I,	ļ	ļ	7.	15
2	Medium-size Small-size	13		1	1	ı	***	ı	Ţ	=
Unic	Large-size	18	2	4	1	ı	J	Ţ	37	51
Workers Unions	snoing Unions (IA) (Industry-wise)	17	4	١	ı	1	Ţ	1	=======================================	15
	State/Regional Branches	16	8	က	1	ļ		ı	31	24
	Central Trade Unions	15	25	ı	ı	1	-	1	_	1
s d	\text{Associations} \\ Total fine in the content of the cont	=	56	+	-	ı	ı	ł	53	\$
Employers Associations	State/Regional Branches	13	2	ı	ı	١	ı	I	1	2
24	enoissinsgaO IsrtacoD	12	-	I	J	1	1	ļ	-	2
	Small-size	=	-	ı	ı	1	1	ļ	-	2
ings	Medium-size	2	က		ļ	1	1	1	7	=
Enterprises/Undertakings	Large-size	6	9	7	1	1	, 	-	#	24
rises/U	Co-operative	8	ಣ	ļ	ļ	I	1	I	-	4
Eaterp	State Sphere	7	13	4	ļ	1	Ţ	I	. 28	45
	Central Sphere	9	43	ß	1	1	Ì	I	25	74
計算	Others (including Local Bodies)	2	673	I	1	-	1	1	19	23
Government Departments	w (nuodal	4	12	-	ı	1	1	1	8	21
క్రేద్ద	Central	တ	2	"	1	1	Ţ	I	15	18
	Q. No. 158: (a) Is there a need for sectoral balance in wage structure between the public and private sectors?	2	Undoubtedly, there is a need	No	Parity is existing in our unit	Yes, to the extent that one is profit making, while the other is not	No, if we take the net advantage of a job while comparing various wages	Should be left to collective bargaining	No comments	Total.
	Scrial Number	-		8	99	+	43	.ن	5	

1

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.284

latoT	20	8	16	7	# **	-	130	248
Others	19	45	5	2	ļ	1	75	121
Paper & Paper Pulp	81		i	1	١	1	8	80
Chemicals & Chemical Products	17	+	1	I	1	1	*	80
Fertilizers	16	en	7	1	ļ	1	-	9
trogenarT niA	13	2	l	ı	1	ł	ļ	2
Road Transport	#	*	-	ı	ľ	1	7	12
rroquarT liaH	13	-	1	1	•	ı	1	-
Banking	12	-	1	ı	ł	1	87	60
Oil extraction, Refining and Distribution	11	3	1	1	. 1	1	-	9
Enginecting including Machine stromunteri official Scientific instruments	10	7	2	I	***	~	7	18
less and Steel	6	4	-	1	1	1	-	9
Cement	8	1	-	1	1	1	-	£ .
Anidaildu Thas ynithirg	7	က	1	1	ı	1	7	5
solitzoT IIA	9	7	ęn	,	1	1	12	22
Sugar	5	*	1	1 ·	1.	1	9	01
Mining including Coal Mining	4	+	-	1	, 1	1	*	6
anoitantal IIA	s	2	1	1	: 1	1	ιΩ	7 .
Q. No. 158: (a) Is there a need for sectoral balance in wage structure between the public_and private sector?	2	Undoubtedly there is a need	No	Parity is existing in our unit	No. if we take the net advantage of a job while comparing various wages	Should be left to collective bargaining	No comments	Тотаг
Serial Number	_		æ	63	*	N,	9	

252

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESICNDENTS (UNIONS)

TABLE No. 3:284

latoT	91	27	80	-	105	141
Pethers	15	14	85	-	29	88
troqanarT baoA	14	144	1	ı		67
Frogenst lish	13	2	1	1		65
Bridant	12	1	1	ı	en	69
Oil extraction, Refining and Distribution	=	ı		I	ı	
Engineering including Machine toots & Scientific instruments	10	ı	1	I	er,	65
Iron and Seeel	6	2		ı	2	150
Cement	8	-	1	. 1	1	-
gaideildu & gaitaira	7	. 1	1	I	-	
All Textiles	9	4	1	I	10	15
Sugar	5	ļ	•1	1	7	2
gainiM isoO gaibulani gainiM	4	. 1	ı	1	4	4
anoitanaf¶ IIA	æ	ຄາ	2	1	7	12
Q. No. 158: (a) Is there a need for sectoral balance in wage structure between the public and private sectors?	2	1 Undoubteddly, there is a need	2 No.	3 No, if we take the net advantage of a job while comparing various wages	4 No comments	Тоты
Serial Number	-			***	.4r	

Employers Associations Council of Indian Employers 2 Its affiliates 60 7 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE A. I. M. O. 5 Ŋ 12 Ŋ Its affiliates \perp B. M. S. 1 - 1 2 9 6 Its affiliates -H. M. S. 6 Central Trade Unions **TABLE No. 4-284** Its affiliates 8 60 U. T. U. G. 1 1 19 Its affiliates 22 9] | | A.I.T.U.C. Its affiliates 23 88 I. N. T. U. C. No, if we take into account the net advan-tages of a job while comparing various wages O. No. 158:

(a) Is there a need for sectoral balance in wage structure between the public and private sectors? TOTAL 3 Parity is existing in our unit 1 Undoubtedly, there is a need 4 No comments Š.

Serial Muniber

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91 7 56

TABLE No. 1.285		ESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS
	,	S TO THE QUESTIONNAIRE—(
		TO THE (
		PLIES .

	IstoT	23	5	-	4	19	¢7	78	7	54	-	6 0	4	5	-
Others	*laubivibal	22	1	1	I	I	-	7	1	und	-	-	1	1	1
8	Research and Other Institutions	21	1	1	1	1	1	-	1	1	- 1	١	1	1	1
	Small-size	8	1	1	1	1	1	1	1	1	1	١	1	1	1
	Of harge-size of hardenm-size of harge-size of harge-size of harden hard	13	1	1	1	1	i	1	1	1	. 1	1	١	1	1
nions	Large-size	81	1	1	1	-	١	5	1	ú	١	1	1	1	1
Workers unions	enoinU sibnI IIA (siw-yutubnI)	17	1	- 1	1	1	I	-	1	2	1	1	1	1	1
Wo	State/Regional Branches	16	1	1	1	I	1	හ	1	1	1	1	1	. 1	-1
1	Central Trade Unions	15	1	1	1	-	١	2	1	1	1	I	1	1	1
<u>s</u>	Other Associations/ Organisations	4.	1	1	1	1	-	ıcı	1	ಣ	1	1	ന	1	
Employers Associations	State/Regional Branches	13	1	1	1	ı	1	-	1	1	1	1	. 1	1	1
Em] Asso	enoitesinega O Isatina O	12	1	1	1	1	1	-	1	1	1	1	1	1	1
	Small-size	=	1	• 1	1	1	ı	١	1	- 1	1	1	1	1	١
sSu	Medium-size	10		1	1	1	-	. ~	1	-	1	1	1	1	1
Enterprises/Undertakings	Large-size	6	1	-	ٳ	1	1	-	1	4	1	1	1	1	I
ses/Un	Co-operative	8	1	1	1	1	1	١	1	-	1	1	1	1	I,
nterpri	State Sphere	7	1	1	1	2	I	1	1	-	1	1	1	-	1
EI	Central Sphere	9	2	1	1	15	1	ຕາ	9	ø	1	-			1
it t	$\left\{\begin{array}{l} \frac{\Omega}{4} \\ \frac{4}{6} \end{array}\right\} \qquad \text{lsocal gain bull on i)} \text{rankO}$	2		1	1	1	1	8	1	1	1	1	1	1	1
Government Departments	Tuodad.	4	1	1	8	1	1	1	1	'n	1	-	1	1	ı
De Dep	Central	₆₀		1	1	1	1	1	1	1	ı	1	.1	, 1	1
	O. No. 158: (a) Is there a need for sectoral balance in wage structure between the public and private sector? (b) If there is, how should it be achieved? [Reply to part (b) only]	2	1 Left to the experts	While fixing wage structure the wages prevailing in said type of industry in the same region should be taken into consideration	3 By pursuing a policy of wage fixation on the industry-cum-region basis .	Public Sector units should be strictly run on commercial basis	5 A high level board should be set up .	6 By standardising the wage structure and other amenities for all industries	7 Through Wage Boards for different in- dustries in both sectors	8 No preferential treatment should be given to public sector undertakings •	9 By implementation of tripartite & wage board awards in the public sector .	9 By normal determinant of wage structure .	1 Through a common machinery of wage fixation for both the sectors	2 By bipartite or tripartite settlement between the managements and unions of public and private sectors at national level	3 By joint review of wage decision
	Serial Number	~	-	64	**	4	41	~	,-	₩	,	10	11	12	13

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	88	1	í	ł	I	ı	í	İ	I	١	1 \$	51
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	16	ı	1	ı	i	f	-	ſ	1	I	~ [8	45
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td.)	11	ı	ļ	i	ı	i	ı	i	i	I	[-64	2
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TABLE No. 1.285-(contd.)	6	i	ı	1	i	í	í	ı	ı	ı	1 82	24
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	ಕ		ì	ı	ì	i	ı	1	ı	1	1 22	18
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		andard for low	r polic	sion or	ut the	limits	dgno	ě,	23	٠	a struct hodustr of Pul	TOTAL
	2	nal st entials	labou	sumo.	witho	lower	ed thr	o achie	d by	ું કુ	all is settle unions conal le	
		natio differe	uitable	Pay C	hieved	er and	achiev	siblet	chicve	for th	ing the solution of the soluti	
		olving wage income	ingası	ointing en yea	be ac	g upp	9 4 2 4	not po	ocen a	matter	dardis meniti agene sectors ments	
		14 By evolving national standards for different wage differentials for lower and middle income groups	By evolving a suitable labour policy	By appointing Pay Commission once in every ten years	It should be achieved without the element of fringe benefits	By fixing upper and lower limits of pay for different categories	It should be achieved through uniform legislation	Perhaps not possible to achieve	It has been achieved by us	It is a matter for the Govt.	By standardising the wage structure & other amenities for all industries; by bipartite or tripartite settlement between the managements & unions of Public and Private sectors at national level No comments	*
	-	4 4 .9 E			ੜ ਨ }	82 82 84	19 15			22 In	2	
ı												

TABLE No. 2-285

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Total	20	ന	-	84	11	64	12	7	23		wji	2	-	***	=	gamit .	
Others	19	2	ı	ı	13	1	7	83	œ	١	-	1	-	,	ı	1	
Paper & Paper Pulp	81	ı	1	1	I	1	1	1	-	I	1	1	ı	, 1	1	ı	
Chemicals & Chemical Products	17	1		***	.	i	. 1	١	yand	I	١	-	ı	ı	ı	ı	
Fertilizers	16		1	1	***	١	ı		١	١	I	1	1	1	ı	ı	
raoqenerT riA	15		1	-1	8	ı	Í	1	Ī	1	1	l	1	ı	ı	ı	
Road Transport	14		1	-	1	I	1	1	I	I	1	1	1	1	1	ı	1
Rail Transport	13	ı	1	1	1	ı	-	1	I	ı	1	1	1	ı	1	1	
Banking	12		ı	1	1	ļ	1	1	.1	ı	1	1	ı	ı	ı	ı	
Oil extretion, Refining and Distribution	11	1	1	I	-	ı	4	1	8	I	1	I	1	ı	ı	1	
Enginecring including Machine foots & Scientific instruments	10		1	I	I	I	***	80	87		1	I	ı	I	١	ı	
Ison and Steel	6		1	I	I	ı	1-4	1	-	١	-	1.	ı	ı	í	1.	
Gement	8		1	ı	I	I	ı	i	1	ı	I	1	ı	۰, ۱	1	ı	
gaideildu Bas gairairf	7		1	I	ı	I	ı	1	l	1	67	1	I	. 1	ı	I	
All Textiles	9		1	I	1	2	1	I	8	1	١	yundi	l	1	-	1	
Sugar	5		1	I	.	. 1	I	ı	. 🕶	I	ı	1	١	1	1	1	
BainiM IsoD Baibuloni gainiM	4.		. 1	i	1		1	ı	1	ı	ı	1	ı	·	١	ı	
All Plantations	က		1	ı	I	ı	l	1	ı	I	1	1	ı	ı	ı	I	
O. No. 158: (a) Is there a need for sectoral balance in wage structure between the public and private sector? (b) If there is, how should it be achieved? [Reply to part (b) only	2	Left to the experts	While fixing wage structure the wages prevailing in said type of industry in the same region should be taken into consideration.	By pursuing a policy of wage fixation on the industry-cum-region basis	Public Sector units should be strictly run on commercial basis	A high level board should be set up	By standardising the wage structure and other amenities for all industries	Through wage boards for different in- dustries in both the sectors	No preferential treatment should be given to public sector undertaking	By normalldeterminants of wage structure	Through a common machinery of wage fixation for both the sectors	By bipartite or tripartite settlement between the managements and unious of public and private sectors at national level	By joint review of wage decision	By evolving national standards for different wage differentials for lower and middle income grouns		It should be achieved without the element of fringe benefits	Annual property of the second
Serial Number	1	[64	e.	*	ι.	9	7	∞	6	10	= .	12	13	14	13	

8	-	4	=	1 172	248
61	part	-1	-	1 8	127
18	1	į	1	1 64	က
12	I	11	l	1 4	8
91	1	1.1	1	1 4	9
15	1	1 1	1	1 1	2
4	1	11	١	1 =	12
13	l	1 1	1	1 1	-
12	l	1 1	1	ام	22
=	1	1 1	1	10	9
91	1	1	l	1 =	18
6	l	1 1	١	= 8	9
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9	1		1	1 52	22
5	1	îl	1	o	01
4	1	-	l	. ~	6
က	1	- 1	1	9	7
2	16 By fixing upper and lower limits of pay for different categories.	17 It should be achieved through uniform legislation	19 It is a matter for the Government .	20 By standardising the wage structure and other amenities for all industrics; by bipartite or tripartite settlement between the managements and unions of Public and Private Sectors at national level .	Total
-	16	17	13	20 21	

TABLE No. 2.285—(contd.)

TABLE No. 3-285 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

	[g10 ^T	16	1	73	=	Ŋ	-	121	141
	enthO	15,	77	1	ស	60	-	78	88
	Fail Transport	14	1	end	I	1	ł	8	65
,	110qenaT baoH	13	I	-	ı	-	j	-	er)
	gainfasf	12	ı	1	I	ļ	1	ന	e
	Oil extraction, Refining and Distribution	11	ı	. 1	ı	1	j	-	1
	Engineering including Machine tools & Scientific instruments	10	}	1	I	1	ı	873	ေ
	Iron and Steel	6	ı	1	ı	-	•	4	5
	Cement	8	ı	1	1	I	I	-	-
	galdeilduf & gairairf	7	I	I	ļ	1	1	-	
	estiles	9	İ	1	ಣ	1	I	12	15
	Sugar	5	1	I	1	1	1	2	2
	Mining Including Coal Mining	4	1	1	i	1	1	4	*
)	enoitental IIA	80	1	ļ	en	1	ļ	6	12
P. Andrews and Administration of the Control of the	Q. No. 158: (a) Is there a need for sectoral balance in wage structure between the publicand private sector? (b) If there is, how should it be achieved? (c) Reply to part (b) only]	1 2	1 Left to the experts	2 Public sector units should be strictly run on commercial basis .	3 By standardising the structure and other amenities for all industries	4 No preferential treatment should be given to public sector undertakings	5 It should be achieved through uniform legislation	6 No comments	TOTAL
		_							

QUESTIONNAIRE—DIS	IABLE No. 4.783	NAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WI
		LIES TO THE QUESTIONNAIRE—DIS
		TO
TO		REPLIES

						Central 7	Central Trade Unions	ions				Em	Employers Associations	ociations	
Serial Number	 Q. No. 158: (a) Is there a need for sectoral balance in wage structure between the public and private sectors? (b) If there is, how should it be achieved? Reply to part (b) only] 	ו אידי טים	tes affligtes	v.r.r.c.	Its sffligtes	D.T.U.	Its sffilistes	н. м. s.	safillia es I	B. M. S.	Its affiliates	A. I. M. O.	estailiffia et I	Council of Indian Employers	Its affliates
-	2	60	4	2	9	7	8	6	10	11	12	13	14	15	16
- 2	Left to the experts		-	1	*	-		1	1	-	-	***************************************	1	***************************************	1
	same region should be taken into consideration	****	de la constante	1	I	1		47	. 1	Γ.	ı	ŧ	i		-
97	Public sector units should be strictly run on commercial lines	1	-	1	1	1	i	1	1	1	1	1	ι	1	s-mil
4	By standardising the wage structure and other amenities for all industries		∞	1	1	_	1	1	1	1	1	-		ı	-
ις	No preferential treatment should be given to public sector undertakings	1	7	1	l		ı	Į	1	-	******	****	1	ı	5
φ	By joint review of wage decision .	ı	ı	ı	ı	1		1	1	1	1	1	1	ı.	-
7	By evolving a suitable Labour Policy	1		1	1	1	' 	1	1	1	1	1	1	1	
	It should be achieved through uniform legislation	1	ı	ı			1	1	l	1	1	1	1	1	 *
10	It has been achieved by us No comments	1 1	1 %	1 1	21	ı -	74	1	6	1 1	رد ا		7	-	17
	TOTAL	1	38	1	22	89	2	-	6	-	.c	_	၈	-	56

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REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS TABLE No. 1.286

		fatoT	23	116	2	45	_	6	4	. ~	. u7	82		2 312	524
**	\	dsubivibal j	22	4	-	-	1	1	ļ	l	-	1		33	\$
Others	anoitutisaI radiO ba	Research a	21	3	I	ಉ	l	ļ	1		١	ļ		25	33
	[a]	Small-size	20	-	. 1	-	1	I	ļ	ı	ļ	ļ		13	15
	rain de la company de la compa	Medium-si	19		1	1	1	i	i	ļ	1	1		=	=
mions	Office	Large-size	18	r3	ı	rO.	4	-	ı	1~4	ļ			&	21
Workers unions	anoinU (əsiw-y	sibnI [lA ntsubnI)	17	65	1	7	1	1	1	1	1	8		. ~	15
×	onal Branches	State/Regi	16	4	. 1	9	١	_	1	ı	ļ	_		1 %	42
	ade Unions	Central Ti	15	2		7	1	l	1	1	1	7		١ -	7
e a	\anoisaiso enoisa	esA 19d1O sinsg1O	14	22		8	2	10		-	ന	83		1 24	25
Employers' Associations	onal Branches	State/Regi	13		1	1	1	1	1	1		ļ	•		2.
₩.Ā	anoù saineg T	Ocutral O	12	. 1	ı	ı	١	١	ì	1	١	ļ		1 ~	2
		Small-size	==	_	1	ı	1	ļ	1	1	1	i		ı -	6
kings	Private	Medium-si	10	c	1	1	1	ļ	1	١	ı			1 .2	11
nderta	} _{	Large-size	6	و	1	2	1	84	-	1	-	_		==	24
Enterprises/Undertakings	DA.	Co-operati	8			. ~	ļ	١		1	ı	ļ		۳ ا	4
Enterp	cre	State Sph	7	41	ŀ	64	_	ı	ļ		ı	2		25	45
	byere	Central S	9	37	ļ	-	ļ	Į	en	ങ	1	ಜ		27	74
ent	A lesocial Baibulon	i) sradiO Bodics)	ī.	2	ı	-	1	1	ı			1		19	23
Government Departments	\ <u></u>	InodaJ	4	ຕ	ļ	12	ł	I	ı	_	1	,	-	- დე	21
රිදු		Central	3	84	ı	l	ı	ı	ı	ł	1	ı	•	16	18
	Q. No. 159(a): What are the existing practices in regard to payment of wages in kind?		2	1 No practice of paying wages in kind (in organised industries)	2 Since cash money has greater value, pay- ment in kind is not suggested	3 It is not in vogue except in agriculture/ plantation, Hotel, rice Mill	4 Yes, grains, rice, food, tea etc., are given .	5 This system should be discouraged in industries	6 Free housing facilities, 'electricity; medical amenities and education etc	7 Supply of food, coal, clothing etc. at concessional rates where practicable .	8 It is not practicable under the present circumstances	9 Payment of wages in kind is on the decline		practicable	TOTAL .
	"эqu	Scrial Mur		1			7		•				10	127 127	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYBRS) TABLE No. 2.286

IstoT.	20	35		6	ω	!~	4	5	4	10	-	119	248
Others	13	39	1	гЭ	7	41		2	1	7	-	2	127
Taper & .Paper Pulp	18	-	ł	I	I	-	1	1	1	1	1	-	ေ
Chemicals & Chemical Products	17	, ***	ł	1.		1	~	ı		}	**************************************	5	8
Fertilizers	16	r,	}	ı	ŀ	l	1	1	1	+ 4	I	1	9
froqenerT riA	15	1	1	I	ŀ	1	1		ŀ	-	. 1	.	2
Foad Transport	14	4		. }	!	1	1	I	Ί	1	1	æ	12
Rail Transport	13	, - 1	1	1	ı	I	١	I	1	-	1		-
Banking	12		l	1	***************************************		ŀ	-	-	1	. !	ęs	en en
Oil extraction, Refining and Distribution	11	1	l	ļ	1	I	2	I	I	1	1	4	9
SnidosM gnibuloni gnirosnignd snormurtani ofitinsio & sloot	10	6	I	-	i	I	1	I	I	1	I	7	81
Iron and Steel	6	2	1	A SERVICE	l	. 1	1	1	1		1	_	9
Cement	œ	2	ı	l	l	-	ı	-	***************************************	1	I	1	87
Princing and Publishing	7	2	1	· 1	l	l	I	1	l		l	2	5
All Textiles	φ	12	1	_	1	-	!	I	1	-	١	7	22
Sugar	5	2	1	64	l	***************************************	1	ı	I	ŀ	I	9	10 ·
Mining including Goal Mining	4	*	ŀ	ŀ	1	1	1	-	8	-	l		6
enoizantal IIA	80	-	-	ı	ł	I	1	1	ı		1	4	7
Q. No. 159(a) What are the existing practices in regard to payment of wages in kind?	. 2	1 No practice of paying wages in kind in organised industries	2 Since cash money has greater value, pay- ment in kind is not suggested.	3 It is not in vogue except in agriculture (Plantations) Hotel, Rice Mills etc.	4 Yes, grains, rice, tea etc., are given .	5 This should be discouraged in industries	6 Free houses, electricity, medical aids & education are given in some cases	7 (Supply of food, fuel & clothing are given wherever they are possible	8 It is not practicable under the present circumstances	9 Payment of wages in kind is on the decline	10 Free housing, fuel, clothing, medical attention, education etc., at concessional rates are given wherever it is possible to	11 No comments	Toral
Serial Number	-	-			•	- •					-	. —	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.286

Total	91	15	91	4	2		9	97	141
Others	15	80	6	ł			2	29	88
Road Transport	14		-		-		İ	-	65
Fail Transport	13	-	1	Ì	1	I		-	85
Banking	12		1	1	I	1	. 1	67	80
Oil extraction, Refining and Distirubtion	=		I	I	1	1	I	-	-
Engineering including Machine tools & Scientific instruments	01.	_	*	I	I	1	ŀ	2	33
leon and Steel	6		I	1	i	ŀ	2	ಜ	5
ு மேர	8		i	1	Ī	I	l	1	1
gnidsildog & gnimirq	7		İ	I	1	Warming .	j	-	_
VII Textiles	9	ന	ಣ		Ì	1	I	6	15
S ugar .	5	1	l	ſ	İ	ſ	1	2	2
Mining including Coal Mining	+	,	1			tands.	_	60	4
snoipatnaff llA	. 3	1	67	*	Ì	time	1	10	12
Q. No. 159(a) What are the existing practices in re- gard to payment of wages in kind?	2	No practice of paying wages in kind (in organised industries)	It is not in vogue except in agriculture, plantations, hotel, rice mills, etc	3 Yes, graind, rice, food articles, tea, etc., are given	This system should be discouraged in industries	Supply of food, fuel, clothing etc., at concessional rates are given wherever possible/practicahle	Payment of wage in kind is on the decline	No comments	TOTAL .
Scrial Number	-	_	7	4.1	4	tC.	9	~	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE **TABLE No. 4.286**

	 eosailfile est	16	=	: -		. 1	er;	2:	· •	•		9	26
ociations	Council of Indian Employers	15		1	i	I	, I	i		i		1 -	1
Employers Associations	Its affiliates	14	1	i		. 1	i	I	į	1			85
B	M. O. ↑	13	11-12-12-12-12-12-12-12-12-12-12-12-12-1	i	. 1	1	I	i	1	!		i -	-
	estailing est	12	I	i	. 1	. !	1	i		-		2	rc.
	В.М.З.	11		1	I	1	.1	I	,	-			1
	Its affiliates	10	64	. 1	. —	,	. 1	i	I			, r	6
Unions	н, М. S.	6		ļ	I		1	i	Ī	Į		-	1
Central Trade Unions	estailfile est	8		i	Į		1	!	1	-	1	=	2
Central	יט. ד. טי, מ.	7	,4	1		1	1	ļ	Parameter	-		I	ಬ
	estailfig est	9	-1	1		ľ		. 1	ļ	ļ		119	22
	A.L.T.L.C.	5	1	. 1	ا.	ļ	i		-	1			
	Its affiliates	4	ಣ	1	10		1	-	. 1	œ	}	21	38
(I. N. T. U. C.	က	-1	-	-	-	i	ļ	Personal	1	!	1	
	g practices in re- of wages in kind?		ages in kind (in	eater value, pay-	t in agriculture/ ill, etc.	c., are given	discouraged in	othing etc. at con- r practicable .	ider the present	id is on the decline	electricity, medi- pply of food, coal, ional rates where-	• •	Total .
	(). No. 159(a) What are the existing practices in regard to paymant of wages in kind?	2	No practice of paying wages in organised industries)	Since cash money has greater value, ment in kind is not suggested	It is not in vogue except in agriculture, plantation, hotel, rice mill, etc.	Yes, grains, food, tea etc., are given	This system should be discouraged industries	Supply of food, coal, clothing etc. at con- cessional rates wherever practicable .	It is not practicable under the circumstances	Payment of wages in kind is on the decline	Free housing facilities, electricity, medi- cal, education and supply of food, coal, clothing etc. at concessional rates where-	No comments	
	Serial Number		-	64	67)	44	ιŋ	Ą	7	ಐ	6	10	

	OF RESPONDENTS
ABLE No. 1-287	NAIRE—CATEGORY-WISE DISTRIBUTION OF
H	IES TO THE QUESTIONNAIRE-
	REPLIES T

	IstoT	23	6	116	ຕ	2	2	87	9	-	280	524
Others	{ sisubivibal	22	, 	÷	1	1	1	1	1	1	33	5
0	Research and Other Institutions	21	1	4	1	1	1	. 1	1	1	53	33
	Small-size	8	1	l	l	1	`1	-	1	1	14	15
	Acdium-size	19	1	-	l	ı	1	1	1	l	10	=
Union	Szis-sgra.I.	18	-	ıc	-	2	-	-	1	1	\$	51
Workers Unions	snoin Unions [[A	17		-		1		Į	1	1	13	15
, <u>s</u>	State/Regional Branches	16		ಣ	1	1	1	1	1	-	38	42.
	Central Trade Unions	15	-	-	1	1	~	1	. =	-	က	7
ers,	Variots Associations/	14		24	1	ì		,1	64	1	. 99	48
Employers'	State/Regional Branches	13		l	1	1	1	1	1	Į	2	2
•	Central Organisations	12	1	i	1	1	l	1	1	1	8	2
<u> </u>	Small-size	=	1	1	1	1	l	1	1	1	64	2
Enterprises/Undertakings	A Saite-muibaM	10	l	4,	1	1	1	7	l	1	1	11
≈/Und	Large-size	6	1	01		1	1	. 1	1	1	‡	24
terpris	Go-operative	8	-	.	1	1	l	-	1	1	7	4
En	State Sphere	7	2	ထ	-	l	1	· .	1	1	34	45
	Central Sphere	9	2	33	1	Į	-	1	-	1	37	74
aent ents	Others (including Local Bodies)	5	1	3	1	Į	l	. 1	1	1	20	23
Government Departments	Labour	4	1	12	1	1	l	1	cı	1	-	21
20	Central	3	l	l	1	1	1	1	Į	1	82	18
,	ctices in sages in actions the same in the			•	industries, ines, plan- le	better '	ссоищо-	d wage	suitable	wherever	•	•
	Q. No. 159 (a) (a) What are the existing practices in regard to payment of wages in find? (b) Would you suggest its extension to units where it is not obtaining at present? [Reply to (b) only]	2	Yes	No	Yes, to all labour intensive industries, particularly coal and other mines, plantation or wherever it is possible	Yes, subject to better quality & distribution of commodities.	Yes, through fair price shops accommodation, subsidy and loans	Yes, when there is price freeze and freeze	Yes, if the Government makes arrangements	Yes, it need not be disturbed, wherever it is prevalent	No comments	TOTAL
	Serial Number	-	-	2	ଫ ଼	4,	5	9	7	∞	ာ	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.287

LatoT	20	9	80	-	8	3 156	248
Others	61	2	36	7	7	1 88	127
Paper & Paper Pulp	81		,	1	1	4	က
Chemicals & Chemical Products	17	1	ಣ	1	1	1 40	89
Pertilizers	16	ı	ıΩ.		1	-	9.
Juoqanet T TiA	15	1	-	1	1	-	2
Road Transport	*		-	1	1	1 =	12
Fail Transport	13	1	-	1	1	1 1	1
Banking	12	ı	1	i	1	رم ا	က
Oil extraction, Refining and Distribution	11	1	•1	I	1	ļ &0	9
Engineering including Machine tools & scientific instruments	01	ı	7	1	· ·	1 =	18
Iron and Steel	6	=	67	1	1	1 2	9
Gement	••	i	61	1	1	-	3
Znickildu Das znitnir T	7	-		I	1	4	5
səli1xəT LAA	9	1	11	I	1	10	22
Sugar	5	-			I	, co	10
Mining including Coal Mining	4	-	ന	ı		المر	6
enoisanafq-IIA	2 67)		ಞ		1	· [*	7
O. No. 159 (a) What are the existing practices in regard to payment of wages in kind? (b) Would you suggest its extension to units where it is not obtaining at present? [Reply to (b) only.]	2	Yes	No	Yes, to all labour intensive industries, coal & other mines plantation or wherever it is possible	Yes, through fair price shops accommoda- tion, subsidy and loans	Yes, if the Govt. makes suitable arrangements No comments	TOTAL
Serial Number	-	-	7	¢,	* .	5 9	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-287

16.	2 :	Ţ. T		23	e n	84	-	-	1117	141
15	u	n	t	1	64	I	-	· 🛶	78	88
14	-	-	.	gand	1	***	ı	l	-	က
13	-	-	- 1	ı	1	ļ	t	I	84	ಣ
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ຄ	[]		,	1		2	1	ı	6	12
	1 Yes	0 1	Yes, partic tation	4 Yes, subject to better quality and better discribution of commodities	5 Yes, through fair price shops, accom- modation, subsidy and loans/or areas where there is difficulty	6. Yes. when there is price freeze and wage freeze	7 Yes, if the Government makes suitable arrangements	8 Yes, but it need not be disturbed where is ver it is prevalent	9 No comments	TOTAL .
	3 4 5 6 7 8 9 10 11 12 13 14 15	2	Yes	2	Yest	Yes	Yes 15 16 17 18 19 10 11 12 13 14 15 15 15 15 15 15 15	Yes	Yest Yest	Yest 15 16 17 18 19 10 11 12 13 14 15 No

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.287

(its affliates	16	1	17	1	1	-	. 1	。 ``	26	
sociations	Council of Indian Employers	15	1	1	1	I	ļ	ı	- .	1	
Employers' Associations	Its affiliates	14	ı	, part	1	1	ı	- 1	61	န	
:	.O. M. I. A	13	ı	1	i	1	I	1	-	-	
	estailfika al I	12	l	ı		1	ļ	1	r,	5	
	. S.M S.	11		l	1	1	l	1	I	pang	
	Its affliates	10	l	2	-	1	I	1.	ω ,	6	
nions	.е. м. н	6	ŀ	1		I	.	1	-		
Central Trade Unions	estailing et l	ဆ	-1	ļ	1	1	1	, 	2	2	
Central	. மு.ம.ர்.ம	7	1	-	1	I	-	1		85	
	Its affiliates	9	ı	· 🛶	1	1	1		21	22	
	A. I, T. U. C.	ιn	1	1	1	1	and and	1	1		
	its affiliates	4	1	7	1	,	1	1	34.	88	
	гитис	က	l	1	1	, 1	1	٠ I,	-	1	
	Q, No. 159 (a) What are the existing practices in regard to payment of wages in kind? (b) Would you suggest its extension to units where it is not obtaining at present? [Reply to part (b) only]	2	I Yes	2 No	3 Yes, to all labour intensive industries, particularly, coal and other mines, plantations, or wherever it is possible	4 Yes, subject to better quality and better distribution of commodities	5 Yes, if the Government makes suitable.	6 Yes, but it should not be disturbed wherever it is prevalent	7 No comments	TOTAL .	

TABLE No. 1.288
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

State Common Co			පී ජී	Government Departments	it si	ন	Enterprises/Undertakings	æ∫Und	crtaking	ν. ba	₽¥.	Employers' Associations	rs,		Wo	Workers' unions	nions		ō i	Others	
To No. 160(a): To what current is the method of paying the paying of the paying of the paying the paying of the paying of the paying of the paying the paying of the paying the paying of the paying the paying of the paying the paying the paying the paying the paying the paying of the paying the p				Sta	١			}	Priva	ا پو	({	ſ				Other	Inions	(suo		c
It is jut vogue with us	Serial Number	: t is the method of paying ers on time-scale of pay	Central								Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions		(Industry-wise)			. ts	*laubivibuI	lęroT
It is jut vogue with us	-	2	8	+	5						12	13	7	15						22	23
It is not in vogue with us	-	It is in vogue with us	-	33	ł								14	2	2		8			-	7.
It is done mainly in organised industries It is very common since it facilitates calculation of vages the very common since it facilitates calculation of vages the very common since it facilitates calculation of vages the very common since it facilitates the very common since it facilitates is concerned very common so far as our unit the prevalent in Goyt. updertakings, the very common so far as our unit the prevalent in Goyt. updertakings, the very common so far as our unit the prevalent in Goyt. updertakings, the very common so far as our unit the part of the very common in regiment in doing so 1	2	It is not in vogue with us .	ı	-	ಕು	-	1		!	١	1	I	4	1	_		ب ا	-	24	1	17
It is very common since it facilitates calculation of wages	9	ğ	1	1	1	4	1			1	I	١	-	1	I	!			-	1	9
It is not very common so far as our unit is concerned	4	It is very common since it facilitates calculation of wages	1	1	ŀ	 	-		 	1	I	1	I	ı	1	i	!	1	ı	1	2
It is prevalent in Goyt. updertakings, 2 — — 3 1 — — — — — — — — — — — — — — — —	ņ		Í	2	1	_	l en		1	I	1	1	4	1	1	' 	1			-	13
Mostly unskilled labourers are paid on time-scale. There is nothing wrong in doing so	9	It is prevalent in Goyt. undertakings, etc.	2	l	I	æ			1		1	1	1	ı	ı			1	ı	I	•
All classes of workers in our unit arc paid on time-scale It is common	7	Mostly unskilled labourers are paid on time-scale	١	1	1				1	I	. 1	Ì	7	Ţ	-	_	-	1	-	1	H
All classes of workers in our unit are paid on time-scale	æ	There is nothing wrong in	I	1	1	1 -	1]	1	I	I	1	1	ı	1	 	 -	1	ı	
It is common	6	All classes of workers in paid on time-scale	I	1		1	1	1	1		1	!	J	Į	1	· [. 1	- 1	1		
Unskilled workers are paid on time-scale in sugar industry	10		1	6	1	11	3	1			1	-	80	7	7	1	3	1	. 5		Z.
It is common in engineering industries ————————————————————————————————————	11		I	1		1	1			1	I	1		ļ	J		1	-	 	١	7
It depends upon the type of industry ————————————————————————————————————	12		1	١		 	1		1	1	1	I	1	_	+	_	8		1	1	6
No comments	13		1	l	1	·	1	-	1	-	1	1	1	i	1		ı	1	1	_	61
18 21 23 74 45 4 24 11 .2 2 2 84 7 42 15 51 11 15 33 40	14	No comments	15	4					1		84	-	45	2	32						320
			18	21							2	7	\$	7	42						524

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) **TABLE No. 2.288**

***** T	² 2	0.00	_	_	***	_	_	N	8	. 9	اما
Total		59 6 5		2	٧.	Ħ		8	-,	1 116	248
Ports and docks,	19	28 1 3	I	9	I	673	1	15	1	1.2	127
Paper & Paper Pulp	18	111	1	1	-	1	I	-	1	1 -	ေ
Chemicals & Chemical Product	17	8 []	1	1	1	Ţ	I	7	1	4	· &
Fertilizers	16	w %	ı	I	1	1	١	-	ı	1.1	9
FroquerT riA	15	3	1	ı	1	1	ļ	1	ı	1.1	2
Foad Transport	14	4	I	ı	1	1	1	l	ı	∞	12
fight Transport	13	-	1	1	1	1	ı	l	i	1 1	-
Baiking	12		ı	ı	ı	1	ı	ı	1	ده ا	က
Oil extraction, Refining and Distribution	11	8	l	1	1	ı	I	ຕ	1	۱ -	9
Engineering including Machine tools & Scientific instruments	10	- 1	I	-	1	. 1		က	1	ه ا	18
Iron and Steel	6	111	1	-	8	I	ı	l	1	- 2	9
Cement	8	111	I	1	-	1	1	7	1	1 1	es
gaidzildu bas gaitaira	7	м <u> </u>	ı	I	1	1	1	-	I	8	ις
All Textiles	9	04 T	I	-	I	4	1	on.	1	I ∞	23
Sugar	ß	e	Ι,	1	ı	1	I	l	2	ى ا	10
Mining including Coal Mining	4	8	-	-	I	જો	1	-	1	۱۳	6
Pantations [4]	3		1	1	l		ı	I	1	4	. 7
Q. No. 160(a): To what extent is the method of paying to unskilled workers on tune scale of paying common?	1 2	1 It is in vogue with us		concerned : • • • •	6 It is prevalent in Government under- taking etc.	7 Mostly unskilled workers are paid on time scale	:8 There is nothing wrong in doing so .		10 These are paid on time-scale in sugar industry	11 It depends upon the type of industry and nature of its production	

270

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.288

	Total	16	6	ຸ ເດ	. =	ന	. 00	, o	106	141
	Others	15	4		1	-	ις.	Ŋ	11	88
	Foad Transport	14		1	~	1	I	I	2	8
,	Transport	13	-	1	I		.1	J	-	80
	Banking	12		1	I	I	I	J	က	က
	Oil extraction, Refining and Distribution	=	-	ı	1	I	1	1	1	-
	Engineering including Machine tools & Scientific instruments	01	1	1	ı	l	ı	1	3	, en
	Ison and Steel	6	84	1	1	1	t	ı	67	r.
	Сетелі	8	-	1	1	I	ı	l	1.	1
	Znisteldu'l & Znitnirch	7	1	1	ı	1	1	l	-	-
	saliazaT IlA	9	ı	1	ı	=	m	2	6	15
	Бидаг	5	1	l	ı	ı	1	1	7	2
	Mining including Coal Mining	4	i	}	J	1]	1	4	4
	snoitatnal¶ IIA	က	1	ന	1	1	1	2	7	12
	Q. No. 160(a): To what extent is the method of paying unskilled workers on time scale of pay common?	2	l It is in vogue with us	! It is not in vogue with us	3 It is very common since it facilitates calculation of wages	Mostly unskilled workers are paid on time scale	5 It is common	It is common in engineering industries .	No comments	Total .
1	Serial Mumber	-	_	2	.,	4	u)	9	~	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE **TABLE No. 4-288**

{	estailina etl	116	-	7	1	!	-	-	-	7	1	1~	26
sociations	Council of Indian Employers	15		i	i	I	1	I	ı	I	ı		1
Employers Associations	ensilija en	14	l	1	-	1	I	I	ļ	-	I	-	89
i i	.O .M .I .A	13	1	ı	I	1	I	I	1	I	I	-	-
	estailifta etI	12	I	I	ı	I	I	I	1	I	1	2	5
	B, M, S,	11	I	I	ı	I	ı	1	l	I	I		-
	estsilffig ett	10	١	I	ı	1	I	****	I	5	I	9	6
nions	'S 'W 'H	6	1	I	1	. I	I	I	I	I	I	,q	1
rade U	tts affiliates	8	ı	-	ı	I	1	I	I	1	١	-	2
Central Trade Unions	n. T. U. c.	7	1	I	I	1	I	I	I	2	I	ı	80
	estailfila et I	9	က	1	١	I	I	-	l	I	I	18	22
	.D .U .T .I .A	5	ı	ı	ı	I	ı	l	١	١	I	1	1
	estailMa etI	4	4	p-of	ı	-	.1	. 1	1	-	∞	23	38
	זי אי ד. טי כי	3	1	I	ı	ł	1	ł	1	1		1	-
	O. No. 160 (a): To what extent is the method of paying unskilled workers on time scale of pay common?	2	It is in vogue with us	It is not in vogue with us	It is done mainly in organised industries	It is very common since it facilitates calculation of wages	It is not very common	Mostly unskilled workers are paid on time scale	There is nothing wrong in doing so .	It is common	It is common in Engineering industries .	No comments	TOTAL
	Serial Number	-	-	7	60	*	2	9	7	8	6	2	

TABLE No. 1.289	PLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS
T	REPLIES TO THE QUESTIONNAIRE—

		Total	23	9 3	5 .	n - m	-	19	60	-	2	်က	-	-	•	366	524
Others	\	el subivibul	ដ	r.	I		1	ı	. 6	' 1	ı	1	ı	١	ı	83	\$
Ö	} su	Research and Other Institution	21	en (30	i I	i	1	I	I	i	I	ı	١	ı	21	88
	igi	Small size	8	۱ ،	7		1	I	I	1	i	I	1	١	ı	13	15
Suo	Other Unions	Medium-size	19	ı		1 1	ı	I	I	ı	1	. 1	1	I	I	=	=
ď Cri	اِہِ اِ	Large-size	18	10	-		ı	1	I	1	1	-	-	١	ı	88	19
Workers' Unions		enoinU sibnI IIA (seiw-yrteubnI)	17	æ	ı	il	1	ı	I	1	1	i	1	١	1	12	15
		State/Regional Branches	16	7.	-		ı	ı	-	1	1	J	I	١	1	33	24
	l	Central Trade Unions	15	9	I		1	ı	ı	I	1	1	I	ı	1	-	~
Suco		Other Associations/ Other Associations	14	ω;	≓ "	- 0	-	9	en	ı	١	1	I	I	ı	52	2
Employers Associations		State/Regional Branches	13	1	ı		I	1	1	I	I	1	I	1	١	2	2
, ш- с	l	Central Organisations	12	١	I	<u> </u>	1	i	1	1	I	- 1	1	I	ı	2	2
pa.) ۽ ا	Small-size	11	1	ł		I	1	1	1	I	1	1	ı	1	8	2
Enterprises/Undertakings	Private	Medi <i>u</i> m-size	10	7	→	1 1	ļ	1	ı	1	•	ı	1	١	-	9	=
s/Unde	(Large-size	6	က	n .		1	I	-	l	1	. 🗝	1	ı	1	91	24
erprise		Go-operative	8	2	1		1	1	1	1	1	1	1	ı	1	2	4
End		State-Sphere	7	ະດຸ	Ö	ı –	1	1	-	1	1	I	I	ļ	1	33	45
ļ	l	Central Sphere	9	19	o -	۱ -	- 1	12	١	- 1	-	. 1	1	I	ı	88	*
ents	State	Others (including Local Bodies)	5	- 1	-	1 1	I	- 1	I	-	1	1	1	-	. 1	10	23
Government Departments	s [wode.I	4	8 6	o -	۱ ۲	1	-	ιΩ	1	I	<u> </u>	. 1	. I	1	∞	21
తద	l	Central	80	1			1	1	I	1	ı	1	1	I	1	82	138
		O. No. 160: (a) To what extent is the method of paying unskilled workers on time scale of pay common? (b) Would you favour its extension? [Reply to part (b) only]	2	1 Yes		_	5 No, since it develops lethargy in the workers regarding production	6 We prefer its replacement by payment by regult system	7 We prefer its replacement by piece- rate system	8 Their wages should be determined on market rates	9 It should not be extended to temporary employees	10 It would depend upon the type of industry and nature of its production	11 We favour incremental time scales for all workers	12 We prefer its replacement by job rates	13 We prefer its replacement by piece-rate and time rate system	14 No comments	Тота

TABLE No. 2-289 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

[Injo T	&	8 2 2	6	-	<u>∞</u>	u		,	1 1 153	248
Others	19	41 6 1	-	_	-	•				
					17	,	•	'	83	127
Paper & Paper Pulp	18		1	ı	I	j			-	33
Chemicals & Chemical Products	12	1	1	1	ļ	1	1		1 %	8
Fertilizers	16	24	1	1	j	I	١	1	67	. 9
rioqenaT iiA	15	1-1	1	1	1	I	1	1	۱ -	2
Road Transport	#	- 1 1	İ	1	J	I	ı	I	1 =	12
Fall Transport	13	1-1	1	1	ı	I	ı	١	1.1	-
Banking	12	111	1	1	1	1	. 1	1	اس	က
Oil extraction, Refining and Distribution	=	1-1	1	1	1	1	ļ	I	ام	9
Engineering including Machine tools & Scientific instruments	01	8	1	I	. !	. !	1	-	1 ∞	81
Iron and Steel	6	8-1	1	1	1	1	1	1	1 8	9
Cement	8	111	I	1	. 1	-	ļ	ı	1 6	67
Printing and Publishing	7	د ا ا	1	1	Į	I	1	1	1 8	5
estiles	9	89	-	1	1	-	1	1	=	22
Sugar	5	. 1	1	I	1	i	-	1	1 9	10
Mining including Coal Mining	4	2	-	1	~	1	1	1	اری	6
All Plantations	ຕ		1 -	1	1	-	1	1	ا بى	7
Q. No. 160: (a) To what extent is the method of paying un-skilled workers on time scale of pay common? (b) Would you favour its extension? [Reply to part (b) only]	1 2	1 Yes	4. Only in certain cases	WOL	6 We prefer its replacement by 'payment by result' system .	7 We prefer its replacement by piece-rate system	8 It should not be extended to temporary employees	9 It would depend upon the type of industry and nature of its production	10 We prefer its replacement by piecerate/time-rate system 11 No comments	Total
	-								=	ł

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-289

Total	9	92	4	-	_		80	141
		.,					=	1
Others	15	41	7	-	-	1	71	88
Road Transport	14	-	1	I	1	I	2	്ന
Figure Transport	13	-	ı	ı	1	1	2	33
gaidag	12	-	ı	I	1	į	က	60
noitudirtsia	11	ı		ŀ	1	ı		-
Oil extraction, Refining and	,	•	•	,	1	,		
Engineering including Machine tools & Scientific instruments	01	İ		1	İ	ı	2	67
		•						
Iron and Steel	6	2	1	İ	İ	١	ຕ	5
Cement	8	-	1	İ	İ	ı	j	-
gnidzildu & gnitnira		1	ļ	1	1	j		-
All Textiles	9	4		1	:	_		15
· soliver WA		,	1	ı	ı		10	-
Sugar	S	1	1	1	İ	1	64	2
Mining including Coal Mining	4	1	ļ	İ	İ	1	4	4.
Plantations	က	es.	2	i	1	l	7	12
d of le of	•	•	•	-rate	In-	s for	•	•
netho ne sca sion		•	•	piec.	e of uction	scale	•	•
the 1 on tin	•	•	•	nt by	he tyr prod	time	٠	TOTAL
is t kers ur its only]	2 .		•	:	on the	intal .	•	L
atent d wor favor (b) c	,		•	replao	nd up	reme		
60 : hat e skille non ? d you part		٠	•	r its	depe d na	ır in.	tents	
Q. No. 160: (a) To what extent is the method of paying unskilled workers on time scale of pay common? (b) Would you favour its extension? [Reply to part (b) only]				We prefer its replacement by piece-rate system	It would depend upon the type of Industry and nature of its production	We favour incremental time scales for all workers	No comments	
(a) Pay:		χes	%		It w dust	We all		
Serial Number		-	2	ຕ	4	r.	9	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.289

	estaililie etl	91	-	9	-	-	64	84	13	26
Associations	Council of Indian Employers	15		j	ı	i	i		-	-
Employers Associations	Its sfilling est	14	1	١	ı	l	ı	1	7	8
	A. I. M. O.	13		i	ı	1.	i	1	-	1
	Its affiliates	12	-	j	I	i	i	1	ın	5
	в. м. в.	11		j	ı	i	i	i	-	-
	solfilites et I	10	2	i	i	1	1	1	1	6
nons	's 'w 'н	6	J	i	ı	j	ì	*	-	1
rade Ur	Its affiliates	8	1	-	1	i	1	1	-	2
Central Trade Unions	, D.U.T.U	7	က	١	1	i	1	·. 1	i	က
	Its affiliates	9	1	i	i	1	1	i	. 21	22
	A. I. T. Ů. G.	5	1	-	I	1	1	1	1	
	Its affiliates	4	14	-	1	1	i	-	22	88
į	г. и. т. и. с.	က		i	I	i	. 1	1	I	1
	O. No. 160: (a) To what extent is the method of paying unskilled workers on time scale of pay common? (b) Would you favour its extension? (c) Reply to part (b) only]	1	1 Yes	2 No	3 To some extent	4 Only in certain cases	5 We prefer its replacement by 'payment by result' system	6 We prefer its replacement by piece-rate system	7 No comments	TOTAL .
	Sanit Minute		1							

TABLE No. 1.290
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

(ſ	LatoT	23	152	13	4	œ	۶۹	30	co.	84	8	9	øn.	;
£ 4		slaubivibaI	22	4	8	l		-	8	ı	-	ł	1	i.	1
Others	smo.	Research and Other Instituti	21	ಣ	7	l	1	ı	ı	I	1	1	1	1	ı
	٢.	Small-size	20	_	1.	1	1	1	-	1	1	1	ı	ı	1
-	Other Unions	` əziz-muibəM	19	1	l	ı	ı	ı	ı	1	1	1	ı	1	1
Union	ğ	Large-size	18	11	_	1	1	1	ಣ	1	ı	1	1	-	1
Workers Unions		enoinU sibnI IIA (seiw-yraubnI)	17	ಣ	1	1	-	1	i	l		ļ	1	ı	-
8		State/Regional Branches	16	7	1	ł	-	1	က	l	ı	1	1	1	Ť
		Central Trade Unions	15	8	1	i	1	1	4	1	1	1		i	1
rs	[Other Associations/ Organisations	14	28	က	-	_	ı	æ	-	-	l	-	-	ŀ
Employers Associations	{	State/Regional Branches	13	1	1	I	-	ł	1	1	ŀ	l	ı	I	1
₩₹	l	Central Organisations	12	1	l	1	1	l	ŀ	1	I	. 1	1	ı	1
	١.١	əzis-Ilsm2	11	1	1.	. 1	l	1	I	1	I	1	1	1	1
kıngs	Private	osie-muiboM	10	3	2	1	1	1	1	I	1	ı	Į,	1	1
Enterprises/Undertakings	[5ziz-og1s.J	6	11	١	1	-	-	64	1	_ [1	1	٢	1
rises/U		Co-operative	8	က	1	ı	ł	ı	1	Į	. 1	1	1	1	1
Enter		State Sphere	7	=	-	-	l	F	7	1	I	ļ.	. ,	1	1
		Central Sphere	9	47	-	_	-	Į	ന	-		8	-	- 1	ı
nt its	State	Others (including Local Bodies)	52	60	1	1	1	1	I	I	1	1	1	1	1
Government Departments] & [Labour	4	10	•••	, –	ı	Į	I	1	1	1	ø	-	I
PG		Central	8	က	1	1	١	1	ŀ	l	1	. 1	-	ŀ	1
		Q.No. 161 (a): Do you favour the suggestion that the total wage packet should consist of three components, namely, the basic wage, the other depending on price changes and the third which takes into account producivity changes?	2	1 Yes	2 No	3 This is already in operation wherever the incentive systems are in force	4 Only two, basic wage and productive wage	5 Not in those industries where the price has been frozen by the Government	6 Only two, basic wage and dearness allowance	7 Since productivity aspect is taken into account in wage fixation itself, there is no need for a separate component	8 Only when jobs are standardised, the 3rd component can be introduced	9 Yes, if the basic wage is related to a reasonable norm	10 In theory, it is reasonable, but in practice it is difficult to implement it	11 The first two only and the third should come as an incentive	12 Such things are already in existence, anything over and above these should be paid at the double rate

	23	1		982	524
	22	1	1	8	\$
	21		-	27	33
	20	1	1	13	15
,	13		1	= .	11 15
	18	1	ı	35	51
,	17		ı	92	15.
	91	-	1	78	42
	15	l	1	7	7
	7		ŧ	#	\$
(.p.	13	1	1	1	64
_(com	12	1	1	-	8
1-290	=	* 1	1	-	8
TABLE No. 1-290—(chud.)	10	1	1	ဖာ	Ξ
TABI	6	1	1	ဆ	24
-	80	1	1	-	44
	7	ı	1	24	45
	9	ı	1	2	74
	5	1	j	82	23
	4	1	1	'r2	21
	8		1	15	18
		dex and	asic.		. •
		of in basic	i, if b	•	TOTAL
		stem ting 1	D.A.	•	. "
		racke	e and	•	•
	2	ild by	wag to a 1	•	•
		13 No, there should be a system of index bound pay packet bracketing basic and D.A.	14 Only two basic wage and D.A., if basic wage is related to a reasonable norm	ients	
		there	y two	15 No comments	
	and the second	No, boun D.A.	Onl wag	N _o	
	-	23	4	15	
3	B1	NGL/69			

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.290

	IgioT	8	105	•	85	3	-	15	80	=	8	9	-	102	248	
	Others	61	6	7	-	ဧာ	-	60	- 1	-	8	-	-	8	127	
	Paper & Paper Pulp	81	-	ł	-	1	1	1	1	ŀ	1.	1	1	-	ຄນ	
	Chemicals & Chemical Products	17	4	ł	1	1	1	1	1	1	1		1	00	ω .	
	Fertilizers	16	5	ł	١	ı	1	-	1	!	i	ł		1	9	
	froqenstT riA	15	-	1	ı	1	ı	_	1	1	ł	1	ł	1	8	
	Road Transport	41	-	ı	-	1	ı	8	ı	i	ı	1	ı	∞	12	
	Rail Transport	13	_	ł	1	1	1	i	` 1	1	1	1	ł	1	_	
	Banking	21	_	1		1	· 1	, 1	1	1	1	1	⊕ : - 1		. •	
	Oil extraction, Refining and Distribution	=	.52	1	•	1	1	ı	1	1	ı		1	7	9	
Ì	Engineering including Machine tools and Scientificinstruments	02	22	1	1	•	ı	ł	-	Ţ	1		1	9	18	
	Iron and Steel	6	9	1	1.		1	1	1	1	1	. 1	l	1	9	
.	Cement	8	80	1	l	l	1	l	1	1	ı	1	1	1	60	
	gaideildus bas gaistairs	7	2	1	1	1	1	-	1	1	1	1	1	84	s .	
	All Textiles	9	9	7	1	1	ı	ĸ	8	ı	1	ı	. 1	7	22	
	Sugar	2	က	-	1	ı	1	1	1	ı	١	-	1	, O	2	
	Mining including Coal Mining	4	r2	-	ı	-	t	84	1	1	1		1	1	6	
	enoitetnal¶ IIA	3	2	-	1	ł	ı	ı	1	.1	ı	1	1	4	7	
	Q. No. 161: (a) Do you favour the suggestion that the total wage packet should consist of three components, namely, the basic wage, the other depending on price wages and a third which takes into account productivity changes?	2	1 Ya	2 No	3 This is already in operation wherever the incentive systems are in force	4 Only two, basic wage and productivity	5 Not in those industries where the price has been frozen by the government	6 Only two, basic wage and dearness allowance	7 Since productivity aspect is taken into account in wage fixation itself, there is no need for a separate component	8 Only when jobs are standardised, the 3rd component can be introduced	9 Yes, if the basic wage is related to a reasonable norm	10 In theory, it is reasonable, but in practice it is difficult to implement it	11 The first two only and the third should come as an incentive	12 No comments	. TOTAL	P

TABLE No. 3-290 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

16	24	-		13	-	-	-	86	141
15	10	1	ä	ω	1		-	29	88
*1	1	1	1		144	1	,	-	en.
13	1	1	-	-	1	1	ı	-1	ಣ
12	1	I	I	1	I	1	-1	દ	ಣ
11	1	1	I	1	ļ.	1	1	1	
10	1	1	ı	. !		i	ı	2	έż
6	2	-	ı	1	1	1	1	. 2	5
8	1	١	1	1	1	1	1	1	1
7	1	1	1	1	Į	.1	1		1
9	4	I	ļ	2	١	1	1	თ ⁻	15
ć,	1	ļ	1	1	1	. 1	1	64	2
4	1	I	1	İ	i	1	1	4	4
80	4	1	1	. 81	1	1	1	9	12
. , Z,	1 Yes	2 No	3 Only two, basic wage and productivity wage	4 Only two, basic wage and dearness allowance	5 The first two only and the third should come as an incentive	6 Such things, are already in existence any- thing over and above these should be paid at double the rate	7 No, there should be a system of index bound pay packet bracketing basic and D.A.	8 No comments	TOTAL .
	3 4 5 6 7 8 9 10 11 12 13 14 15	Yes	1 Yest 1	Yes Yes	Yes Yes	Yes Yes	Yes	Yea Yea	Yes Yes

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNIONS/ASSOCIATION-WISE TABLE No. 4.290

ſ	enailma erI	16	41	-4	-	rQ	₹4 ,	1 .	J. 64	92
ssociations	Council of Indian Employers	15	j i	L	1	1		£	17	1
Employers Associations	Its affiliates	14 •	8	ì	-	l	l	1	L I	က
ł	V. I. M. O.	13	11	ì	1	l	1	j	†.] ·	pro-1
	estaiffila et I	12	1. 1	1	1 -	1	1,]	<u> </u> 'ro	5
	B. M. S.	11	11	1		1	l	-		*****
	Its affiliates	10	- 1	1	I	ex].	<u>l</u>	1 69	? ?; '
Inions	ж. ж. н	6	[·]	ļį	l	1	ŀ	1	,	
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	ו. א. ד. ט. פ.	3	⊣ [Í	. 1		1	"]	1 1	-
	O. No. 161: (a) Do you favour the suggestion that the total wage packet should consist of three components, namely, the basic wage, the other depending on price changes and third which takes into account productivity changes?	1 2	1 Yes	3 This is already in operation wherever the incentive systems are in force		5 Only two, basic wage and dearness allowance	account in wage fixation itself, there is no need for a separate component		8 No, there should be a system of index bound pay	Тотак.

TABLE No. 1-291 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

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	Q.No. 161: (a) Do you favour the suggestion that		2	Payment of extra bonus as an incentive to increase production in the same amount of time should be a good basis				Application of the principle requires to be studied.	Overtime should be replaced by incentive bongs	There is little scope to provide for changes in qualitative and quantitive production	It is already being operated successfully.	Much emphasis should be laid on the 3rd component	Only where the jobs are standardised, the 3rd component can be introduced •	The basic wage should be linked to a pre- determined optimum level of production	Productivity changes should depend on enhanced rates of out turn
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2	By incentive payment for higher productivity	The basic wage should be fixed taking into account the workers' standard of living, his minimum needs and the capacity of industry to pay	Incentive scheme should be evolved after work study for different group of workers	Basic wages and D.A. will continue, if increase in productivity will be compensated as incentive wages or as a result of collective bargaining	Interests of labour, management and consumers should be kept in view.	50% of the gains of rationalization should be paid to workers	It should be left to experts	Difficult to suggest	By increasing food production, helping growth of industries	By statutory methods	These are to be different for pice rated and time rated	Basic wage 75%, 20% to be tagged to price index and 10% for productivity changes	Basic Wage should be linked to a pre- determined optimum level of production; productivity changes should depend on enhanced rates of out-turn	By assuming the need-based wages as the minimum wage level with equitable wage differentials for higher skilled jobs; by linking D.A. with cost of living index; the basic wage should not vary with the trend of price structure	Wage packet must be closely linked with productivity changes; by incentive payment for higher productivity	By linking D.A. with cost of living index; incentive payment for higher productivity; basic wage should not vary with the trend of price structure
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	2	30 By linking D.A. with cost of living index; by incentive payment for higher product tivity; incentive scheme should be evolved after work study for different groups of workers	91 Wage packet must be closely linked with productivity changes; by linking D.A. with cost of living index	32 By linking D.A. with cast of living indexs by incentive payment for higher productivity	•	
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REPLIES TO THE QUESTIONNAIRE-INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) **TABLE No. 2.291**

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O. No. 161: (a) Do you favour the suggestion that the total wage packet should consist of three components, namely, the basic wage, the other depending on price changes and the third which takes into account productivity changes? (b) If so, how should this suggestion be made operative? [Reply to part (b) only]	2	Payment of extra bonus as an incentive to increase production in the same amount of time should be a good basis	The basic pay beyond minimum wage fixed should be related to output .	While the basic pay beyond a minimum wage gets its D.A., the 3rd component should be linked with the workers capacity to earn more	Wage packet must be closely linked with productivity changes		Overtime should be replaced bonus	Through periodic wage agreement	There is little scope to provide for changes in qualitative and quantitative production	9 It is already being operated successfully.	Much emphasis should be laid on the 3rd .	Only where the jobs are standardised, the 3rd component can be introduced .	Productivity changes should depend on enhanced rates of out turn	By incentive payment for higher produc-	The basic wage should be fixed taking into account the workers' standard of living, his minimum needs and the capacity of industry to pay
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TABLE No. 3-291 REPLIES. TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

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Q. No. 161: (a) Do you favour the suggestion that the total wage packet should consist of three components, namely, the basic wage, the other depending on price changes and the third which takes into account productivity changes? (b) If so, how should this suggestion be made operative? (Reply to part (b) only]	. 2		2 While the basic pay beyond a minimum wage gcts its D.A. the 3rd component should be linked with the worker's capacity to earn more.	3 Wage packet must be closely linked with productivity changes	4 The basic wage should be linked to pre- determine optimum level of production	5 By incentive payment for higher productivity	6 Basic wages and D.A. will continue, if increase in productivity will be compensated as incentive wages or as a result of collective bargaining	7 50% of the gains of rationalisation should be paid to workers	It sho	9 Basic wage 75%, 20% to be tagged to price index and 10% for productivity changes	10 By linking D.A. with cost of living index; by incentive payment for higher productivity; incentive scheme should be evolved after work study for diffe.	rest group of workers	11 No comments	TOTAL
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REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.291

					Central	Central Trade Unions	Jnions					Employ	Employers Associations	tions	
erial Number	O. No. 161: (a) Do you favour the suggestion that the total wage packet should consist of three components, namely, the basic wage the other depending on price changes the third which takes into account productivity changes? (b) If so, how should this suggestion be made operative? [Reply to part (b) only].	מ.ד.ע.מ.	· estailfile e	i. T. U. C.	estailifte e	r.r.n.c.	estailidae es	רי זאני פי	entailifte et	.s.m.	estailike e	л. м. о.	entailina et	ouncil of Indian Employers	entilitie et
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ζ,	Application of the principle requires to be studied	i	i	1	1	1	1	1	I	1	1	I	I		-
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	Basic wages and D.A. will continue and increase in profluctivity will be compensated as incentive wages or as a result of collective bargaining	ĺ	, =	!	1	1	, I	i	64	1	, 1	*	944	1	
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TABLE No. 1-292 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

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 	Q. No. 162: (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory? (See also Q. No. 210)			including Local	byere					enoitszins 310	ional Branches	ociations/ ations	zade Unions	onsl Branches	anoin U (9siw-y:		əzi		and Other Institut	8	
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	2 Satisfactory to some extent in private sector	l	I	· ·	• 1		· •				İ	1	l	l	-	ſ		I	i	I	-
	3 Satisfactory only in certain well established industries			· 	 I I	 	- 		1 1	1 1	i 1	j 1	1 1	1 1	1	i		·]	I 1	ı -	-
•	4 Not satisfactory in private sector ,	ı	i	1	1	ı	i	1	1	1		-	1			, 	-		I I	٠ ۱	-
	5 Satisfactory in Government factories	ı	l	i	2	1	1	1	1	١	1	۱ '	1	1	1	1	I		ı	1	. 64
	6 Not satisfactory in private factories .	1	i	1	' 1	1		1	1	I	1	I	I		1	1	1	ı	i	1	-
	7 Satisfactory	1	4	4	7	2	T	-	1	1	I	01	-	-	1	1	ı	ı	co.	1	37
	8 Some disparities in wages are there	1	1	-	-	1		1	I	I	1	1	1	1	ı	1	1	i	1	ı	Ç
	9 Satisfactory so far as Administrative part is concerned, there is no effective imple-		-				-						,								
-	10 This Act presents difficulties in the unorganised and rural sectors like agriculture	-	י יט	I [· , '] 	- 	1 1		1 1	1 1	l ~	i i	I I	- ·		I I	1 1			<u>2</u>
	11 Not desirable to apply to Act in all cases where neither sweated labour is employed nor exploitation is being done	1	1	1	6	1		1	i		. 1	-	1	1	1	· 1			·	· · •	2
•	12 Operation of the Act should be extended only to those industries where wage paid is less than the minimum	1	1	I	-	i -	1	1	1	1	• 1	-	1	1	1					1	c _d
Ħ	13 Not satisfactory	1	4	1	\$	4		en	1	1	1	11	4	12		18	ı	-	2	7	77
1 .	4 Act is not applicable to our industries .	1	Ī	ī	4	 		1	1	1	Γ	-	1	1	ı	=	ŀ	1	1	1	10
15	5 Fixation of minimum wages has added to the disturbance of Industrial Relations	1	1	ı	1	. 1		ga-4			1	ı	I	ı	-		. 1	ı	· · · · · · · · · · · · · · · · · · ·	ı	2
16	6 Act is not applicable to Sugar Industry .	1	j	1	1	1	ı	1	ļ ,	 	1	-	•	 T	1	1	i	1	1	ı	-
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		Act is not ag Corporation	s not	Act is not applicable to Naing Industry	s not	s not	needs	Act is satisfactory b ties in the unorgani like agriculture	omme	
		17 Act is not applicable to Indian Airlines Corporation	18 Act is not applicable to Mint	19 Act is not applicable to Manganese Mining Industry	20 Act is not applicable to Textile Industry,	21 Act is not applicable to Mining Industry.	22 This needs elaborate study .	23 Act is satisfactory but it presents difficulties in the unorganised and rural sectors like agriculture	24 No comments	
		17	18	19	20	21	73.	23	24	

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS) TABLE No. 2.292

12 Act is not applicable to our industries 1 1 4 1 1
Act is not applicable to Sugar Industry. Act is not applicable to Indian Airlines Corporation

17 Act is not applicable to Manging Industry 18 Act is not applicable to Tr try 19 Act is not applicable to Mini 20 This needs elaborate study 21 No comments	17 Act is not applicable to Manganese Mining Industry 18 Act is not applicable to Textile Industry 19 Act is not applicable to Mining Industry 20 This needs elaborate study 21 No comments	6 6	4 1 1 1 4	25 1 1	L6 1 1 1 15 15	c	8 2	6 1 2	01 6	11 1 1 2	2	<u> </u>	4 0		1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	[1]		19 -
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TABLE No. 2.292—(contd.)

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.292

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Others	15	1	7	-	-	19		1	63	88
Road Transport	14	1]	٦.	1	-	I	I	-	87
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Oil extraction, Refining and Distribution	11	1	1	1	1	-	ı	ı	I	-
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eslitzsT IIA	9	ı	1	1	ı	7	١	1	&	15
Sugar	5	1	ı	ł	l	ı	ı	1	2	2
Mining including Coal Mining	4	I	ł	ł	l	l	I	ł	4	4
enoisestael¶ IIA	3	ı	l	l	I	7	1	ı	ς,	12
Q. No. 162 (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory?	2	Not satisfactory in private factories	Satisfactory	Satisfactory so far as Administrative part is concerned but there is no effective implementation	This Act presents difficulties in the un- organised and rural sectors, like Agri- culture	Not satisfactory	Act is not applicable to our industries .	Fixation of minimum wages has added to the disturbance of Industrial Relations	No comments	TOTAL
Serial Number	-	-	7	97	4	r.	9	7	∞	

TABLE No. 4.292	S TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-W
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	ו. א. ד. ט. כ.	છ	11	1	1	1 1	١		1		I	1	1
Central Trade Unions	Q. No. 162 (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory?	2	Satisfactory to some extent in private sector		 Some disparities in wages are there Satisfactory so far as Administrative part is concerned but there is no effective im- 	plementation 6 Not desirable to apply the Act in all cases where neither sweated labour is employed nor exploitation is being done	7 Operation of the Act should be extended only to those industries where wage paid is less than the minimum.	8 Not satisfactory		10 Fixation of the minimum wages has added to the disturbance of Industrial Relations	11 Act is not applicable to Manganese Min-	12 Act is not applicable to Textile Industry .	

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TABLE No. 1-293	OURSTIONNAIRE—CATECORY WISE
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Q. No. 162: (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory? (b) Outline in detail the difficulties exprairenced in is implementation [Reply to part (b) only] [Reply to part (b) only]	Isoc		ρı	Private		$\left\{ \right.$	(0	Other Un	Unions	,	{
(b) Outline in detail the difficulties experienced in is implementation [Reply to part (b) only] 2 3 4 Disparity in wages within the State which can be avoided by defining more clearly the principles underlying Minimum Wage fixation Enforcement of general provisions to maintain Registers, slips etc. Checking of non-payment or less payment of minimum wages is extremely difficult of mointain wages is extremely difficult of minimum wages is extremely difficult of minimum wages is extremely difficult of minimum wages and eventually soverned Railways Act, 1890 and Indian Shipping Act, 1895, on which we are primarily governed in conflict. No difficulty of inspection frequently due to lack of staff, transportation. Administration does not take into account the existing conditions fully. Conflict of authorities between the State and the Gentre. Does not define Minimum Wage and in content Art does not apply to units employing less than 1000 workers Minimum wage fixed in a much plant in anch blow the centime wage fixed in a much blow the centure in anch blow the centure in anch blow the centure in anch blow the centure in anch blow the centure in anch blow the centure in anch blow the centure in anch blow the centure in anch blow the centure in anch blow the centure in anch blow the centure in anch blow the centure in anch in anch blow the centure in anch in a continuant wage fixed in a centure in	on :				tuo					L	}		enoitatiteal 1	
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က	ı	1	1	1	ı	1	ı	-	11	18
2	15 Duplication in fixing wages through Wage Boards and Minimum Wage Committees of employments already covered under the Act should be avoided.	illiteracy among the employers and workers in rural areas.	Inadequacy of enforcement staff in rural areas	18 Inspectors should exercise proper vigilance or tightening of enforcement machinery.	19 Periodical review of minimum wages .	Non-payment of minimum wages must be made an offence.	Work is done through labour contract.	Various difficulties experienced as above	23 No comments	Total
-	13	16	17	81	51 .	20	21	22	73	

TABLE No. 1.293-(mrid.)

TABLE No. 2.293 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Total	20	co.	1-4	64	6	1	œ	2	Ξ	2	-	*****	4	-	-	-
Others	19	-	-	-	6	I	so,	1	2	-	-	I	-	-	Ī	1
Paper & Paper Pulp	81	1	1	-	l	ı	I	-	f	I	Ť].	. 1.	. 1	Ī	1
Chemicals & Chemical Products	17	-	l	I	1	1	Ī	~	1	l	Ť		. 1	. 1	I	1
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O. No. 162: (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory? (b) Outline in detail the difficulties experienced in its implementation [Reply to part (b) only]	2	Disparity in wages within the State which can be avoided by defining more clearly the principles underlying Minimum Wage fixation	Enforcement of general provisions to maintain Registers, slips etc.	Checking of non-payment or less payment of minimum wages is extremely difficult.	Some provisions run counter to Indian Railways Act, 1890 and Indian Shipping Act, 1935, on which we are primarily governed	Provisions of daily hours and overtime are in conflict.			Administration does not take into account the existing conditions fully.		Minimum wage fixed in our industry is much below the existing wage		Duplication in fixing wages tarough Wage Boards and Minimum Wage Committees of employment already covered under tae Act should be avoided	Inadequacy of enforcement staff in rural		
Serial Numbea:	-	-	2	က	4	ıO	9	7	8	ð	10	::	12	13	14	L3

11 61 14 52 52 52 52 52 52 52 52 52 52 52 52 52	16 It does not define minimum wage and its		1	,	,	•	0	מכ	2	11	12	23	14	15	9	12	18	13	23
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	contents and also does not apply to organi-																		
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۵,	Wage rates should be fixed and revised						i												
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Δ.	per vigilance	Į,	I	1	1	ŀ	I	ı	l	1	1	I	I	l,		ı	1		01
19 E	Enforcement of general provisions to main-																		
ta	tain Registers etc. and illiteracy among								•										,
ប	employers and workers in ruralareas .	I	İ	I	1	1	1	1	-	I	I	ļ	I	1	1	1	1	1	_
20 W	Work is done through labour contract.	1	ı	1	I.	I	ı	I	I	1	1	ľ	1	ŀ	1	, 4	1	1	
21 V	Various difficulties are experienced in								•	,									
i.	implementation	1	1	1	ŀ	I	I		ı	ı	ı	ł	1	,	•	1	1	1	; -(
22 N	No comments	S	6	6	17	ന	ന	2	13	Ŋ	60	ļ	6	2	4	ιΩ	1 1	103 1	193
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	TOTAL	7	6	10	22	ស	ಣ	9	18	9	က	-	12	2	9	8	ς'n	127	248

TABLE No. 2.293—(contd.)

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.293

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Q. No. 162: (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory? (b) Outline in detail the difficulties exprienced in its implementation. [Re-ly to part (b) only]	1 2	I Enforcement of general provisions to maintain registers, slips etc	2 Checking of non-payment or less payment of minimum wages is extremely difficult	3 Some provisions run counter to Indian Railways Act, 1850 and Indian Shipping Act, 1935 on which we are primarily governed	4 Difficulty of inspection frequently due to lack of staff, transport facilities	5 Administration does not take into account the existing conditions fully	6 Conflict of authorities between the State and the Centre	7 Does not define Minimum Wage and its content	8 Minimum Wage fixed in our industry is much below the existing wage oradjust it with price level	9 Its scope is narrow	10 Inspectors should exercise proper vigilance or tightening of enforcement machinery	11 Periodical review of minimum wages .	12 Vorious difficulties (A suitable combination of the difficulties given above)	13 No comments	Total .

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-293

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	Q. No. 162. (a) How far can the administrat or of the Minimum Wages Act, 1948 be considered to be astisfactory? (b) Outline in detail the difficulties experienced in its implementation [Roply to part (b) only]	- 3	Disparity in wages within the State which can be avoided by defining more clearly the principles underlying Minimum Wage fixation.	Enforcement of general provisions to maintain registers, alips etc.	Checking of non-payment or less payment of Minimum Wages is extremely difficult	Act, 1890 and L. 1935 on which we	governed	spection frequants	Administration does not take into account the existing conditions fully	Does not define Minimum Wage and its	Duplication in fixing wages through Wage Boards and Minimum Wage Committee should be avoided	Inspectors should exercise proper vigilance or tightening of enforcement machi- nery	Various difficulties (A suitable combina- tion of the difficulties given above)	No comments	TOTAL .
	Serial Number	-	-	24	ω .	4	nu on he		7	8	Q HH s	01.	=	12	

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

	Gov Dep	Government Departments	(Ent	Enterprises/undertakings	(undert	akings	ſ	Empl	Employers Associations	{		Worke	Workers unions	80	\[.	Others	g {	
		State	ر رو			Ĺ	Private				•			• {	Other Unions	aions	suc		
 Q. No. 162: (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory? (b) Outline in detail the difficulties experienced in its implementation 										Branches tions/		Branches	enoir	/25			Other Institutio		
(c) Offer suggestions against each difficulty or how best it could be overcome (see also Q. 210) [Renly to nart (c) only]	Į		(səi	2bpete sj 2bpete	opnere erative		azis-mr	əzis-	al Organ	sioossA :	noitseineg abstT ls:		aU sibal iw-ynsubi	e-size	əzis-un	3zir-l	srch and	elsubiv	ī
	Centra	uoda.I	Other boa			Large	Medir	llsm2		Other			I IIV			Ism2	Kese	vibaI	Tota
2	3	4	5	6 7	8	6	10	11	12 1	3 14	15	16	17	18	19	20	21	22	23
Formation of labour cooperatioves in rural areas will solve the problem to some extent, in those sectors	1	ı	i		I	1	i	i	· ł	1	1	· i	1	1	i	i	j	i	(20.2)
Port administrations should be exempted from the operation of M.W. Act & Rules.	j	1	1	6	İ	İ	į	İ	•	1		ì	i .	İ	j	i	I	ij	6
Powers of inspection should be delegated to shop inspectors	ĺ	i	i	İ	-	1	. 1	i	· 	1	, ,	i		j.	İ	i	ľ	İ	-
Minimum Wage and its content should be defined.	i		1	1	İ	i	j	ſ	' 	i	i	-	1	ı	i	İ	i		2
Act should be made applicable to all employments and also small and unregulated industries	i			j	İ	1	Ì		·	1	1	1		64 -	į	-	I	·	4 0
Wage fixing machinery should be created	.1	1	`` ``			İ	1			1	1	ì	1	_	1	1	1	7	N
Implementation of this Act should be entrusted to a special wing of the labour Directorates	ĺ	.†	1	1		***	†		1	1	1	ì			İ	i		i	1
Minimum Wages Committees or Boards should be appointed	I	,	1	j	İ	İ	1	١	· 	.,	i i	•	1		I	j	İ	-	7
Inspectors of Labour Department must be empowered to lodge claims on behalf of workmen, collect wages & pay it to them	I		ı	1	* I	1	j			1	ı	4	7	9		**************************************	İ	==	15
Independent agency of the Labour Deptt. is needed (for collecting wage data)	İ	67	j	1	. 1	. 1		i	i	1	l s	i	1	j	†	i	j	j	67
One Regional Committee should go into the question of minimum wage	ı	j	 - -	1.	:	i.	i	1	1	j	1	,	1	١	İ	1	i	1	
It should be correlated with price and	į	1		1	, 1	1	. ,	1	1	ı	i	i	j	İ	i	i	-	, 1	2
Implementation machinery must be strengthened and adequately staffed	1	: en	i	2	, J	64	1	Ï		j	7	64			İ	٠,	_	en	20
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		of to	10. 9	0.00	•	म् इंड	ig 4	-tro	. Š	
;	2	Time limit of six months for recovery of minimum wages should be extended to 3 years		Combination relates to various factors given above	Act should be amended	Centralisation & executive powers, either with the Central Govt. or State Govt. is essential	Increase in minimum wages by State Govts, should be made in consultation with em- ployers		Fixing of minimum wages after every five years is necessary No comments	Toral
	-	14	15	16	17	18	19	20	21 22	

TABLE No. 2-294

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

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Chemicals & Chemical Prod	17	1	1	ł	i	İ	-	. 1	1	I	į	1		1	9	∞
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Banking	12	Ť	1	I	I	1	İ	1	I	i	1	i	I	I	ຄົ	8
Oil extraction, Refining	11	I	• †	ļ	I	1	-	1	Ť	i	i	1	1.	I	2	9
Engineering including Mac tools & Scientific instrum	10	I	`	l	1	I	-		1	-	. 1	1	l	I	15	18
Iron and Steel	6	1	I	İ	1	I	1	~	1	7	İ	1	İ	1	e.	9
Cement	8	ı	ì	I	1	Ì	I	1	I	1	and the second	1	1	I	တ	89
Printing and Publishing	7	I	i	i	64	ı	1	I	1	I	ı	1	ţ	I	ຕ	20
All Textiles	9	I	ı		1	!	I	1	1	i	1	ı	١	i	21	22
Sugar	5	I		ı	I	1	1	1	1	1	1	1	I	1	01	2
Mining including Coal Min	4		1	İ	7	İ	i	1	İ	İ	1	1	i	ı	7	6
. Flantations	8	İ	I	İ	l	ļ	: 1	1		I	1	-	1	I	ĸ,	7
Q. No. 162: (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory? (b) Outline in detail the difficulties experienced in its implementation. (c) Offer suggestions against each difficulty on how best it could be overcome. (See also Q. No. 210) [Reply to part (c) only]	2	Formation of Labour Co-operatives in rural areas will solve the problem to some extent, in those sectors	Port administration should be exempted from the operations of M. W. Act and Rules	Powers of inspection should be delegated to shop inspectors	Minimum Wages Committees or Boards should be appointed	Itshould be correlated with price and price index	The implementation machinery must be strengthened and adequately staf-	Time limit of six months for recovery of minimum wages should be extended to 3 years	ca Industry or some small scale industies should no longer be shown on the chedule of Minimum Wages Act		Statralisation and executive powers there with the Gentral Govt. or State fort, is essential	ncrease in minimum wages by State fovts, should be made in consultation ith employers	contract labour system should be ans-	ixing of minimum wages after every	No comments	TOTAL .
	far can the administration Minimum Wages Act, 1948 idered to be satisfactory? to in detail the difficulties to in detail the difficulties to in its implementation. In the suggestions against each trian in column to no how best it could be not in the column to on how how the column to on	far can the administration Minimum Wages Act, 1948 Minimum Wages Act, 1948 Good Minimum Wages Act, 1948 Good Minimum Wages Act, 1948 The indetail the difficulties The indetail the indetail the difficulties The indetail the difficulties The indetail the indetail the diffi	inistration Act, 1948 Act, 1948 difficulties mentation. No. 210) All Plantations Sugar Operatives problem 5 5 6	Materiation Act, 1948 Act, 1948 Act, 1948 Act, 1948 Act, 1948 Act, 1948 Act, 1948 Act, 1948 Act, 1948 Animation Sugar Sugar Problem Comparities W. Act W. Act	Act, 1948 Act, 1948 Act, 1948 Act, 1948 Grifficulties difficulties difficulties winst each No. 210) No. 210) All Flantations Sugar All Textiles operatives problem w. Act delegated delegated	an the administration and Wages Act, 1948 to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be not account and be satisfactory should be chegated to be satisfactory? Textilles Soughant Textilles Soughant Textilles Soughant Act should be chegated should be delegated should be delegated smmittees or Boards mmittees or Boards to be satisfactory? Textilles Soughant T	an the administration and Wages Act, 1948 to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? tis implementation. one tions against each cuion deline tions against each cuion against each to also Q. No. 210) Planting All Textilles out Go-operatives solve the problem se sectors should be chegated should be delegated ommittees or Boards ced with price and ced with price and ced with price and ced with price and ced with price and	All Plantations All Plantations Mining including Coal Mi Sugar On All Textiles	n the administration and Wages Act, 1948 to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be satisfactory? to be defined to care should be creemptons of M. W. Act should be delegated machinery must d adequately staf- this for recovery of uid be extended to	freation tration of the leading coal Mining including Coal Mining Coal Mining including Coal Minin	Act, 1948 Act, 1948 Act, 1948 Act, 1948 Generation Generation No. 210) No. 210) No. 210) All Plantations Frame W. Act W. Act Trextiles	Act, 1948 factory? difficulties innertation innertation. innertation innertation. i	insistration No. 1948 Act, 1948 Act, 1948 Act, 1948 Gifficulties cond be No. 210) No. 210) No. 210) All Plantations problem w. Act w. Act covery of ended to covery of ended to le indus- n on the ct y State y State y State y State y State y Act, 1948 All Plantation Bagar All Textilles All Textilles Sugar All Textilles or State y State y State y State	No. 162: No. 162: No. 162: No. 162: No. 162: No. 162: No. 163: No. How far can the administration of the Minimum Wages Act 1948 be considered to be satisfactory? No. Outline in detail the difficulties caperined in its implementation. Offer suggestions against each difficulty on how best it could be adversemed. (See also Q. No. 210) All fifticulty on how best it could be delegated of administration should be externed. The state of inspection should be delegated on the operations of M. W. Act Rules To a finspection should be delegated on the operations of M. W. Act Rules To a finspection should be delegated on the operation of M. W. Act Rules To a finspection should be delegated on the operation of adequately staff industrial and adequately staff industrial and adequately staff industrial and adequately staff industrial should be extended to the offinimum Wages Act in implementation machinery must rengthened and adequately staff industrial should in longer be shown on the inconsultation of various factors with the Central Govt. or State is casential The statement of the staff of the staff of Minimum wages by State is assential To a staff of the staff of t	No. 162: (b) The Maintanan Wages Act, 1948 b) Considered to be astifactory? (c) Other Salidation on the administration of the Maintanan Wages Act, 1948 (d) Coffer suggestions against each difficulties acperienced in its implementation. (c) Offer suggestions against each difficulty on bow best it could be administration bow best it could be care at a darministration and the problem (eply to part (c) only] 2	n the administration are whose Acts, 1948 on the administration of the satisfactory? etail the difficulties it in in in in in in in in in in in in in

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.294

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Others	15	-	e en	, ,	, 1	ç	·	e on	'	ļ	97	זי		8
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Oil extraction, Refining and Distribution	=======================================		!	1	ı	I	1	1	1.		ļ			
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Q. No. 162: (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory? (b) Outline in detail the difficulties experienced in its implementation. (c) Offer suggestions against each difficulty on how best it could be overcome (See also Question No. 210). [Reply to part (c) only]		Minimum wage and its contents should be defined.	Act should be made applicable to all employments and also small and unregulated industries	Wage fixing machinery should be created	Minimum Wages Committees or Boards should be appointed	Inspectors of Labour Deptt, must be empowered to lodge claims on behalf of workmen, collect wages and pay it to them	One Regional Committee should go into the question of minimum wage	Implementation machinery must be strengthened and adequately staffed.	Time limit of six months for recovery of minimum wages should be extended to 3	Years Act should be amended	Combination of various factors	No comments	Tower	· TRINT
Serial Number	-	~	24	- 40	4	ιΩ.	9	5	ဆ	6 1	9	Ξ		

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNCON/ASSOCIATION-WISE TABLE No. 4-294

-						Central '	Central TradeUnions	suoi				2	Employers Associations	ssociations	
Serial Number	 Q. No. 162: (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory. (b) Outline in detail the difficulties experienced in its implementation. (c) Offer suggestions against each difficulty on how best it could be overcome. (See also Q. 210). [Reply to part (c) only] 	ו. א. ד. ע. פ.	entailing est	лллис	spailffig es I	o u r u	Its affiliates	.8 .M .H	its affilia est	.B. 1A1. B.	Its affiliates	. O .M. O.	solfiffia es I	Council of Indian Employers	spisiffia sil
	2	ಣ	4	5	9	7	ø.	6	10	=	12	13	14	15	16
-	Minimum Wage and its content should be defined .		1	-	-	. 1	ļ	ļ			1		1	-	1
7	Act should be made applicable to all employments and also to small and unregulated industries	ı	. 1	ı	1	ı		I	1	ı	l		l	١	l
6.3	Wage fixing machinery should be created	l	-	I	I	-	j	j	j	j	I	į	ŀ		I
₹.	Inspectors of Labour Deptt. must be empowered to lodge claims on behalf of workmen, collect wages and pay it to them.	-	ఐ	i	-	j	j	1	-	1	ı	l	.	I	I
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9	Implementation machinery must be strengthened and adequately staffed .	*****		ļ	l	-	i	l	7		ļ	ı	i	ľ	84
7	Time limit of six months for recovery of minimum wages should be extended to 3 years	l	I	i	****	j	1	1	I	ł	1	l	j	I	1
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ත .	Minimum wage and its content should be defined; should be made applicable to all employments, small and unregulated industries; Wage fixing machinery should be created	· 1	-	1		I	** Agency	1	I			. 1	1	1	at the same of the
10	Act should be amended	i	,	1	1	1	j	1	1	ı	1	l	i	-	1
=	Increase in minimum wages by State Govts. should be made in consultation with employers	1	. 1	. 1	i	ĺ	1		I,	1	. 1	1	1		
13 13	A suitable combination of above No comments		1 26	1 1	19	8	-	-	l 'au	-	دير ا	-	60	ı 	2
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TABLE No. 1-295
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

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	or Unions	Medium-size	61	1	-	1	I	1	1			1		2	;	1 .
nions	Office	Large-size	18	ı	11		I	****	αn	*		97	ı	27	:	ត
Workers Unions		All India Unions ()	17	1	6 0	-	1	1	8		-	1	1	7		C
Wor		State/Regional Branches	16	1	91	1	1	1	ణ	•	-	ı		19	` s	7
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irs		Other Associations Organisations	‡	6	31	ເດ	1	84	-	-	~ 62	umag	-	8		\$
Employers Associations	}	State/Regional Branches	13	1	8	1	-	1	1		1	1	1	1 1		. 7
₽₹	{	Central Organisations	21	1		1	1	1	1		1	-	.	-	1	N
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akings	Private	Medium-size	22	2	*	1	١	1	1		-	İ	-	4	:	=
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nent kents		Others (including Local Bodies)	5	1	-	İ	1	-	1		1 1	1		21		23
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JĀ		Central	83	1	1	1		İ	1		1 1	1		91		2
		Q. No. 163: (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory?	2	Yes	No	This is a controversial subject	It is too early to say anything	Yes, as amended, by the Supreme Court's judgement	Yes, to a greater extent	Bonus payments are governed by agree-	To some extent	The Bonus Act is not applicable /Not in force	It is beneficial to employees of unorganised	No comments	; {	TOTAL
		Serial Number	-		64	co	4	r)	9	~	œ	6	10	Ξ		

TABLE No. 2.295

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	Others	19	7	89	673		ຕ	-	-		• (r)	75	121
	Paper & Paper Pulp	18			١	1	1	-				1	84	8
	Chemicals & Chemical Product	17	-	~	****	1	1	İ				1	*	80
	Fertilizers .	16	יט	-	ļ	1	1	•				1	1	æ
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MPLO	Road Transport	41	1	**	-		١	i					۲	12
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NDEN	Banking	12	-	-	i	1	١	1		1	I	1	04	873
RESPONDENTS (EMPLOYERS)	Oil extraction, Refining and Distribution	=	-	ಣ	i	1	1	ļ		1		1	84	9
ION OF	Engineering including Machine tooks and Scientific instruments	10	-	11	-	1		1		1		_	4	81
STRIBUT	fron and Steel	6	-	4	1	Market	ı	1		1	İ	1	-	9
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF	Cement	8	-		-	-	1	ì		1	ı		1	89
	Printing and Publishing	7	2	-	-	-	1	ı		1		İ	8	5
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THE C	All Plantations	33	***************************************	က	i	İ	i	-		1	İ	i	භ	2
REPLIES TO	Q. No. 163(a): Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory?	2.	Xe	No	This is a controversial subject .	It is too early to say anything	Yes, as amended by the Supreme Court's judgement	Yes, to a greater extent	Bonus payments are governed by agree-	ments		force	No comments	Total .
	Serial Mumber	-	-	લ	97)	*	ιζ	9	7	٥	o on		2	

TABLE No. 3-295

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

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Others	15	#	92	-	*	ຕ	89	-	49	88
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roquarT liaH	113	-	1	-	1	ľ	-	1	-	3
Buj ane g	12	1	İ	1	-	ļ	1	1	84	3
Oil extraction, Refining and Discipling	11	ţ			1.	١	ı	1		-
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fron and Steel	6	-	ະກ	. T .	!		ı	1	y=4	5
Cement	€	1	_		1	ļ	1	1	ļ	-
Snidelidu & Baitairs	7	1	١.	-	1	-	1	ł	-	-
All Textiles	9	1	*	ı	8	-	1	-	6	15
Sugar	9	١	,	1	İ	I	1	1	744	2
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enoizantal IIA	8	1	*	144	-	ļ		1	9	12
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schem emb				oversia	for ca	*	Not i	₩.		
163 : the bonus Bonus				contr	i grea	exten	icable	eficial	nents	
Q. No.'163: (a) Is the scheme for annual bonus embodied ment of Bonus Act, 1965,		Yes .	٥	This is a controversial subject	Yes, to a greater extent	To some extent	Not applicable/Not in force.	It is beneficial to employees in unorga- nised sector	No comments	
Scriel Number	1	1 1	2 No	3 T	* *	5 T	Ž 9	7 1.ig	Ž &	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF [RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4.295

				Cent	Central Trade Unions	Unions			\		Baployen	Employers Associations	
I. N. T. U. C.	-	Its affiliates	א. ז. ז. ט. מ.	Its affiliates U. T. U. C.	. establishere	H, M, S.	Tis affiliates	B. M. S.	estailma ett	A. I. M. O.	tes affiliates	Council of Indian Emplo	lte affiligtes
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TABLE No. 1-296
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

		Peg 4	Government Departments	. m	, ,	Enterprises/Undertakings	a/Und	ertaking	e.	A &	Employers' Associations	, 23°			Workers unions	s unior	2		õ	Others	
			State	ر يو			{	Private	ا ڀ	Į.	{				1	Other	er unions	(p (Su:	ſ	
Serial Number	Q. No. 163: (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, Satisfactory? (b) If not, what are your suggestions? [Reply to part (b) only]	Central	ruoda.I	Other (including Local Bodies)	Central Sphere	State Sphere Co-operative	Large-size	Medium-size	szis-lism?	Central Organisations	State/Regional Branches	Other Associations Other Associations	Sentral Trade Unions	State/Regional Branches	enoinU sibnI IIA (seiw-yrteubnI)	Large-size	Medium-size	szie-lism2	Research and Other Institution	#subivibnI	[atoT
_	2	67	4	r.	9	7	8	01 6	11	12	13	14	12	16	17	81	19	20	21	22	23
-	Under the existing circumstances, the scheme as per the Bonus Act alone is satisfactory	1	-	1				1		ĺ				I	l	-	1			-	4
64	The minimum percentage of bonus payable even in the case of loss should be amended	-	-	1	'n		8			ļ	-	=	ı	I	1	1	1	·	1	1	24
6.5	Capacity to pay of the industry should be taken into account	1	. ' .	1	1	ا ر -	İ	i	ı	1	ı	6	ļ	-	ı	1	ļ	٠ 1	١	1	
4	Should be amended/modified	ı	1	1	۰ ۱	, ,				1	1	. –				6		1	-	l I) K
147	Payment of minimum percentage of bonus even in the case of loss under the Act should be amended. While fixing minimum percentage of bonus, capacity to pay of the industry should also be taken into account	* 1		I	, 	 	l	1	I	l	I	ٔ ا	I	· I	ı	'	ı	I	, ·	. 1	· •
9	farr	1	I		' '	1	1	-	I	1	1	I	ı	١		ı		I	-	I	• •
4	Some scheme should be evolved to link bonus with productivity rather than with profits	I	ŀ	1	-	97	I	1	1	1	1	6	I	1	1	I	1	1	-	i	. 4
60		I	-	ı	. 6	 	1		1	1	l	· I	1	ı	I	-		ı	ı	 	•
9	Gross profits should be taken into account and the dividend has to be declared on fixed capital only	I	1	I	' ' 1	1	1	1	1	ļ	ľ	1	l	1	1	-	1	ı	ı	I	-
2	L. A. T. formula with certain modifica- tions whould be better	l	-	1	ı	l I	944	ļ	1	1	1	1	2	9	-	1	1	1	1	_	-
Ξ	It should be a subject-matter for collec-															•				ı	•
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TABLE No. 1-296-(contd.)

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6	1	ļ	- 1		1	- 1	1	l	1	1	1	1	1	1	I	I	ì	1	1
1 2	12 The 4% minimum bonus payable should be deleted	13 Employers should be fair	14 Old L. A. T. Rule should be revived or the tax relate given on bonus should go to the worker,	15 Recommendations of Bonus Commission need modification so as to be applicable to Government undertakings	16 Law should be amended to give effect to the original recommendations of the Bo- nus Commission	17 A simple system of bonus should be evolved taking into account the fixation of wage structure.	18 Rate of return on paid up capital and reserves should be fixed in relation to bank rate or it should be changed .		20 Inclusive of D.A. creates anomaly .	21 There should be provision for rehabilita- tion and adequate return on capital and reserves	22 It must be extended to all employees falling under the definition of a worker in the Industrial Disputes Act	23 The Bonus Act should cover all under- takings run on commercial lines .	4 Maximum share distributable to workers should be 33.3% and providing similar share for Industry and share-holders	5 There should be provision for realisation and recovery irrespective of settlement .	6 Undue weightage given to return on capital should be removed .	7 Since Bonus payment is not dependent on profits, it should be applied to em- ployees of ministerial sector	8 Ceiling of 20% be removed	ociling should be provided of Com- nercial Amusement and Shopping Estr. workers	0 Act must be applied everywhere irrespective of the size and the number of employees
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1	j	1	 	A ceiling should be fixed in the difference between the emoluments of higher paid officers and poor paid workers •
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	1	 	 	Rate of minimum bonus should be different in case of Small Scale Industries
. 5	-	. 2 1 -	4 '- 2 1 -	37 Various suggestions as listed above 4 '- 2 1 -
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Road Transport	14	1		-	j	!	. 1	1	1	j	ı	!	-
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Oil extraction, Refining and Distribution	11	1	I	. 1	ļ	ļ	I.	1	1	ļ		!	-
Engineering including Machine tools and Scientific instruments	9	1	-	I	-	,	1	-	64	1		-	1
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eslitzeT IIA	9	!	!	 -	-	l	ļ	-	1	-	67	i	***
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enoisantal IIA	3	ļ	67	!	ļ	l	. 1	ı	1	1	-	!	-
O. No. 163: (a) Is the sch me for payment of annual bonus embodied in the Payment of Bonus Act, 1965, (b) If not, what are your suggestions? (Reply to part (b) only).	8	Under the existing circumstances, the scheme as per the Bonus Act alone is satisfactory.	2 The minimum percentage of bonus payable even in the case of loss should be amended	3 Gapacity to pay should be taken into account		5 The minimum% of bonus in case of loss should be amended and the capacity to pay of the employer should be taken into account	6 Double benefits as bonus and kind payments in case of Agricultural Farm Workers should be avoided	7 Some scheme should be evolved to link bonus with productivity ratio than with profits	8 The invalidation of the Sections 33, 34(2) and 37 of the Bonus Act should be accepted	9 L.A.T. formula with certain modifica- tions would be better	10 The 4% minimum bonus payable should be defeted.	11 A simple system of bonus should be evolved taking into consideration the fixation of wage structure	19 The minimum and maximum limits are not desirable. It should be as per pro- fitability
Serial Number	-	-	**		4.								-

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TABLE	

There should be provision for retability and adequate return on capital and reserves and adequate return on capital and reserves and reserves and reserves and star-bedders		7	80	4	5	9	7	8	6	10	11	12	13	14	15	91	17	18	19	20
There should be provision for rehabilitation and adequate return on capital and acceptant and adequate return on capital and acceptant and adequate return on capital and acceptant and adequate return on capital and adequate return on capital and adequate return on capital and adequate return on capital converses should be 33.3% with a similar share for indicator and adequate case as a similar share case of capital case as an incentive to higher case of officers . Combination of various factors stated	130	Inclusion of D.A creates anomalies .	1	I		ı		1	1	1	1		1	1	1	1	ı	1		1
Maximum share distributable to workers for include 23.3% with a similar share for including 53.5% with a similar share for including 53.5% with a similar share for including 53.5% with a similar share for including 5.5% with a similar share for an incentive to higher category of officers. Combination of various factors stated — 2 — 1 2 2 — 1 1 2 2 — 1 1 — 7 1 above No comments 7 9 10 22 5 8 6 18 6 3 1 12 2 6 8 3 127	4	There should be provision for rehabili- tation and adequate return on capital and reserves	1	I	ı	ı	ı	1	1	!	ļ	-	1	1	. 1	-		ı	81	27
Bonus us per profit would serve as an incentive to higher category of officers. — — — — — — — — — — — — — — — — — — —	5		•	l	l	ı	ı	1	1	-	i	-	!	1	1	***************************************	•	i	1	~
Continuation of various factors stated ————————————————————————————————————	9	Bonus as per profit would serve as an incentive to higher category of officers.	. 1	I	1	ı	1	1	I		ſ	ļ	1	-	. 1	1.	1	1	.	-
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REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3-296

-	2	on.	*	5	9	7	8	6	9	11	12	13	14	15	16
13	Minimum and maximum limit is not desirable. It should be as per profitabi-lity	1		-	1	1	I	•	I	1	i	1	1	84	e 5
4 -	It must be extended to all employees falling under the definition of a worker in the Industrial Disputes Act	ł	. 1	1	1	1		 1	i	I	ł	. 1	I	1	-
15	The Bonus Act should cover all under-	i	l	١	1	1	1.	i	1	1	ł	į	١.	973	en.
16	Old L.A.T. rules should be revived or the tax rebate given on bonus should go to worker; assuring of minimum bonus is in the right direction	I	I	1	1	1	1	i	. 1	1	1	ł	1	ł	-
17	Assuring of minimum bonus is in the right direction; Section 34(2) should be brought into the Act by suitable amendments	1	1	1	1	ł	1	1 -	1.	1	ı	ł	*	•	yest
18	Rate of return on paid up capital and reserves should be fixed in relation to bank rate or it should be changed; section 34(2) should be brought into the Act by suitable amendment	1	į	***	qual		1	1	1	. 1	I	i	i	1	
19	Any firm showing loss for continuous 3 years should be taken over by Govt. or run by cooperative basis; Employers should be fair		ł	. 1	ł	1	i	1	. 1	ł	į	i	i	•	-
20	Ceiling of 20% be removed; exemption given to new industries for 5 years is not justified	ł	I	ı	I	i	<u>i</u> .	1	1	ł	. 1	I	ŧ	, .	-
2 ~	Since bonus payment is not dependent on profix it should be applied to employees of ministerial sector; Assuring of minimum bonus is in the right direc- tion; distribution of allocabe surplus should be at least in the ratio of 50:50	1	ł	1	1	ĺ	1	1	1	1	1	1		· •••	•
ដ	Undue weightage given to return on capital should be removed	-	1	I	'	ı	ł	i	1	İ	1	ł	1.	ı	
23	Since bonus payment is not dependent of profits, it should be applied to employees of ministerial sector	1	ı	1.	1		1	I	1	i	1	-	1	I	-
% ,	Minimum bonus of 8½ % without any ceiling should be provided for commercial, amusement, shopping establishment workers	1	1	1	1		1	. 1	ı	1	Í	1	į	wet	-
13	Act must be applied everywhere irrespective of the size and the number of employees .	1	1	. 1	1	1	1	1	1	1	1	1.	* 1	. 64	8

TABLE No. 3.296-(contd.)

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	. 2	60	4	S	9	7	8	6	10	111	12	13	14	15	91
8	26 A ceiling should be fixed in the difference between the emoluments of higher paid officers and lower paid workers	1	ı	1	ı	ì	.1		1	1	ł	ı	1	1	-
H	27 Enforcement machinery for payment of bonus should be created	l		1	ı	ļ	ļ	ļ	ļ	i	l	***	l		-
28	28 Minimum and maximum limits should be raised	1	ı	ļ	***		1	1	1	- 1	I	ł	!	ł	-
82	29 Rate of minimum bonus should be different in case of small scale industries .	1	1	I	ļ		I		ļ	l	l	ł		I	-
8	30 A suitable combination of above .	1	I	I	ł	ı	1	ı	1	ı	i	1	. 1	60	en.
ŝ	Si No comments	7	6 0	-	∞	***	ı	m	က	ı	7	23		23	\$
	Тотаг	12	4	2	15	-	1	5	3	-	3	8	60	88	141

TABLE No. 4-296

Control of Its affiliates Trad Trad O Its affiliates O Its affiliates O Its affiliates	Contr.	Contral Trade Unions Trade Unions D. T. U. C.	Trade Office 1	Trade Union Trade Union D. U. T. U. C. Trade Union S. Its affiliates C. M. H. C. C. M. A.
0 1	S.M.H &			Employers Association of

1						TABL	TABLE No. 4-296-(contd.)	-296(0)	utd.)			-				
Law should be amended to give effect to the original recommendations of the Bonus Commission A simple system of bonus should be evolved taking into account the fixation of wage structure. Rate of return on paid up capital and reserves should be fixed in relation to hank rate. Minimum and maximum limit is not desirable. It should be as per profita- bility There should be provision for rehabilita- tion and adequate return on capital and reserves The Bonus Act should cover all under- takings run on commercial lines. Undue weightage given to return on capital should be removed. 1	1	2	3	4	2	9	7	80	6	10	11	12	13	14	15	16
A simple system of bonus should be evolved taking into account the fixation of wage structure. Wage structure. State of return on paid up capital and reserves should be fixed in relation to bank rate. Minimum and maximum limit is not desirable. It should be as per profitability. There should be provision for rehabilitability. There should be provision for rehabilitability. The should be provision for rehabilitability. The Bonus Act should cover all undertaking run on commercial lines. Undue weightage given to return on capital should be removed. Combination of various factors. No comments.	بنب		1	-	1		l	1	1		l	Į	l	l	l	I
Rate of return on paid up capital and reserves should be fixed in relation to bank rate. Minimum and maximum limit is not desirable. It should be as per profitability. There should be provision for rehabilitation and adequate return on capital and reserves. The Bonus Act should cover all undertakings run on commercial lines. Undue weightage given to return on capital should be removed. Combination of various factors. No comments.	10	A simple system of bonus should be evolved taking into account the fixation of wage structure	l	***************************************	. 1		t	1	l	1	l	ı	l	•	į	
Minimum and maximum limit is not decirable. It should be as per profitability There should be provision for rehabilitation and adequate return on capital and reserves The Bonus Act should cover all undertakings run on commercial lines. Undue weightage given to return on capital should be removed. Combination of various factors No comments 1	(0	Rate of return on paid up capital and reserves should be fixed in relation to bank rate.	I		1	l		1	ı	-	1	l	-1	I	.1	I
There should be provision for rehabilitation and adequate return on capital and reserves The Bonus Act should cover all undertakings run on commercial lines. Undue weightage given to return on capital should be removed. Combination of various factors	~	Minimum and maximum limit is not desirable. It should be as per profitability	1	-	l	-	,	I	l	l	l		i	ı	l	
The Bonus Act should cover all undertakings run on commercial lines. Undue weightage given to return on capital should be removed. Combination of various factors	~	There should be provision for rehabilita- tion and adequate return on capital and reserves	l	l	1	1	1	1	l	1	l	1	==	-	I	1
Undue weightage given to return on a capital should be removed	•	The Bonus Act should cover all under- takings run on commercial lines.	l	1		1	i	į	١	l	.1	į	l	l	1	i
Combination of various factors	_	Undue weightage given to return on capital should be removed	- Transport		1	1	ļ	ı	i	1	ĺ	ı	-	İ	I	1
No comments	_	Combination of various factors	l	-	I	7	-	ı	ı	1	-	7	1	I	l	-,
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TOTAL . 1 38 - 22 3 2 1 9 1		TOTAL	-	88		22	က	2	1	6	(ma	5	1	80	1	26

TABLE No. 1.297
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

	Total	23	12	3	31	7	-	12	24 75	3 00	-	428	524
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Others	Research and Other Institutions	21	1	11	-	ı	1		1 1	1	1	31	æ
	C Small-size	20	1	1.1	-	ı	1		1 1	1	.1	*	15
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suo	O Szie-981sa J	18	2	24 24	-	1	-	I	- 4	٠ ١	1	88	51
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	\another Associations\ stockions Associations	41	ı	1 ~	80	l	1	4	1 00	. 4	1	:8	萃
Employers Associations	State/Regional Branches	13	1		ı	1	1	-		1	1	-	2
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ises/Ur	Co-operative	8	1	1.1	1	1	i	1		1		*	+
Enterprises/Undertakings	State Sphere	7	1	1.1	ហ	1	'	-		1	1	65	45
	Central Sphere	9	1	1-1	7		١.	4	-	1	1	33	7.5
	Others (including Local Bodics)	5	1	1.1	1	1	1	-		ļ	١	ឌ	82
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	t of t of the		olo- rior	ė.·•	è.	•	٥.	red.	. \$20	•	ent .	•	•
	2. No. 163: (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory? (b) If not, what are your suggestions? (c) How does the latest decision of the Supreme Court affect the scheme of the Act (Reply to part (c) only)		It has adversely affected certain employees who were getting more bonus prior to this	ide aga recs	Does not affect the general working the Act	igh	Made the employers to manipulate give workers only 40% bonus	It is a step in the right direction • • • The entire Act should have been reframed	in the light of the decision. Has some effects on the workers' carnings	e Si	Various steps are required to implement the scheme.	•	Toral
	lo. 163: Is the scheme for payment of bonus embodied in the Payn Bonus Act, 1965, satisfactory If not, what are your suggest How does the latest decision Supreme Court affect the set the Act (Reply to part (c) only)		d certa	bonafi imploy	icral w	ys be h	bonus	rection ve beer	ion . vorkers	Has added further complications	ed to	•	1
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	 Q. No. 163: (a) Is the scheme for paymen bonus embodied in the Bonus Act, 1965, satisfact (b) If not, what are your su (c) How does the latest decisions and the Act (Reply to part (c) only) 		advers ho we.	cly al of cmr	not aff	disput	the e	step 11 tire Ac	light me eff	lded fi	Various step the scheme.	No comments	
	O. No. (a) 11 (a) 12 (b) 14 (c) 14 (c) 14 (c) 14 (c) 15 (d) 15 (d) 16 (d	,	It has adversely affected certain employees who were getting more bonus prior to this	Adversely affected the bonafide agree- ments of employers and employees Adversely affects	Does no	No. of disputes will always be high	Made the employers to man give workers only 40% bonus	It is a step in the right direction The entire Act should have been i	in the light of the decision. Has some effects on the worker	Has ac	Varion the sel	No co	
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TABLE No. 2:297

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

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Others	61	1113	127
Paper & Paper Pulp	18	1 11 111-12	60
Chemicals & Chemical Products	17	1 11 -1111	œ
Fertilizers	16	- - 4	9
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Foad Transport	14	1 11 111111	13
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Banking	12	- ~	က
Oil extraction, Refining and Distribution	11	- 10 10	9
Enginecting including Machine tools Scientific instruments	01		18
Iron and Steel	6	8	9
Cement	8	1 11 -1-11-	87
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roli1x61' IfA	9	60 - 1 60 72	22
Sugar	s.	- - -	10
gaiaiM IsoO gaibubai gaiaiM	4	% ~ 9	6
All Plantations	8	- 0	7
 Q. 163(a) (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory? (b) If not, what are your suggestions? (c) How does the latest decision of the Supreme Court, affect the scheme of the Act? (Reply to part (c) only) 	2	It has adversely affected certain employees who were getting bonus prior to this 2 It has adversely affected the bonafide agreements of employers and employees. Adversely affects Adversely affects Most not affect the general working of the Act Number of disputes will always be high It is a step in the right direction Has some effects on the workers' earnings Has added further complications No comments	Toral.
Serial Number	-		

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS) TABLE No. 3.297

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Others	15	-	1	ŝ	İ	-	,	9	154	75	88
Road Transport	*	l	I	1	-	ı	I	-	i		øs
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Oil extraction, Refining and Distribution	=	Ī	ı	i	I	I	I	ļ	i	. 1	
Engineering including Machine tools & Scientific instruments	10	J	I	i	-	I	I	į	ļ	2	တ
Iron and Steel	6	*	84	I	i	ı	ı	1	ļ	2	ΝĊ
Cement ·	80	-	j	.1	I	i	I	i	ŀ	1	-
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All Textiles	9	1	ı		į	I	l	οn	ı	10	15
Sugar	5		1	ı	ł	i	ı	ì	ì	8	2
Mining including Goal Mining	4	1	ı	I	I	j	1	i	ļ	4	4
anoitatnafi IIA	9	1	I	1	I	ļ		-1	ı	∞	12
O. No. 163 (a) (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory? (b) If not, what are your suggestions? (c) How does the latest decision of the Supreme Court affect the Scheme of the Act? (Reply to part, (c) only)	2	Yes .	2 No	3 This is a controversial subject	l It is too early to say	Yes, to a great extent.		7 The Bonus Act is not applicable not in force.	8 It is beneficial to employees of unorganised sector	9 No comments .	Toral .
Serial Number	1-	_	CA		*	477	9		~	o)	

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE TABLE No. 4-297

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esifiliates	4	4	7	2	-	ŀ	#	7	I	21	82
רא.ד.ט.מ	3		1	į	ļ	I	ĺ	-	ļ	i	-
Q. No. 163 (a) (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory? (b) If not, what are your suggestions? (c) How does the latest decision of the Supreme Court affect the Scheme of the Act? (Reply to part (c) only)	1 2	I It has adversely affected certain employees who were getting annual bonus prior to this	2 Adversely affected the bonafide agreements of employers and employees	3 Adversely affects	4 Does not affect the general working of the Act	5 It is a step in the right direction .	6 The entire Act should have been reframed in the light of the decision.	7 Has some effects on the workers' earn-ings	8 Has added further complications .	9 No comments	Total .
	cheme for payment of nus embodied in the of Bonus Act, 1965, 2 at are your suggestions? 2 d. cheme Of the Act? (c) How does the latest decision of the Out affect the Scheme Of the Act? (c) How does the latest decision of the Out affect the Scheme Of the Act? (c) How does the latest decision of the Out affect the Scheme Of the Act? (c) How does the latest decision of the Out affect the Scheme Of the Act? (c) How does the latest decision of the Out affect the Scheme Of the Act? (c) How does the latest decision of the Out affect the Scheme Of the Act? (c) How does the latest decision of the Out affect the Scheme Of the Act? (c) How does the latest decision of the Out affect the Scheme Of the Act? (c) How does the latest decision of the Out affect the Scheme Of the Act? (c) How does the latest decision of the Out affect the Scheme Of the Act? (d) How does the latest decision of the Out affect the Scheme Of the Act? (e) How does the latest decision of the Out affect the Scheme Of the Act? 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	RESPONDENTS	
TABLE No. 1.298	REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS	
	REPLIES	

Government Departments	State	Q. No. 164 What should be the place of bonus payments in the future system of remuncration?	. 2 3 4	The ideal system would be one in which the basic wage fixed include bonus also, as bonus is now considered as deferred wages	If bonus linked with productivity can be paid monthly and the balance whatever is left at the year end, can be distributed under the Bonus Act	Bonus should be included as a permanent feature 1 1	Bonus Act does not apply to us • · · I	Bonus must be paid only if there are profits in a concern	General bonus payments should have no place in future and production bonus, should be encouraged	May be done wherever possible	Present system should continue • • - 2 -	Bonus should be compulsory	Should confine only to the statutory	It has become a statutory benefit which will continue in future	Will continue to be paid as per the Bonus
+ 2	ا ا يا	Others (including Local Bodies) Central Sphere	5 6	-	,	4	. 10	7	en	-	-	1	1	ww	84
Enterprises/undertakings		State Sphere Co-operative	7 8	- I	1	1	1	6 1	•	2	-		1	1	ı
undertak	 	Large-size	.6	-	1	yaq	İ	8	-	ı	ı	l	1	ı	1
ings	Private	əsis-muibəM	01		,	.	l	2	•	1	-	1	i 	1	4
	l [r	Small-size Central Organisations	11 12		!	1	1	1	-	1	1	1	1	1	1
Employers Associations	1	State/Regional Branches	13		İ	ı	I	1	1	1	I	1	1	1	1
yers tions		\text{Arocistions} \\ \text{snoitsionsArother} \\ \text{snoitsingnO} \\ \end{arother}	41	2	1	1	-	19	67	ļ	-	I	ෆ	1	1
	l	Central Trade Unions	15		1	-		ı	1	ļ	_	1	1	1	1
Wo		State/Regional Branches	16 1		1	ന	1	-	1	1		ı	1	1	1
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4	Depends upon the performance of the industry	1	I	1	!		1	1	1	1	1	ı		1	i	1	1	1	1		-
12	It should be a deferred payment payable on certain contingency only	1	1	ı	-	-	1	1	1	· 	,	, 1	1	' 	1	'	, ,	1			60
16	It should remain as a part of remunera- tion and be paid on industry-cum-region- wise basis at a uniform rate	ſ	ı	ı	1		1	1	1			1	· .	1	1	0	'		!		
17	It should be a matter of collective bar-	1	ı	I		· 	1	-	1	1	1	1	1	, ,	, , ,	'	1	'	,i	-	
8	Payment of bonus should be linked to productivity	I	. =	1	4	1	1	2		1		ı	en	ı	' 	· 1	-	1	-	_	7
10	19 It occupies a prominent place in the system of remuneration	-	'n	ı	9	-	1	2		1	. 1	ı	2	64		-	7	' -	!		8
20	In industry where a living wage is not paid, system of bonus payment must continue	l	1	1	1	1	1	1	1	1	ŀ		1	' I	1	ı	-	'	,		
21	It should be replaced by "payment by result" system		1	1	. 1	i. I	ı	1	1	1	1	1	I	ı	ı	' I	1	1	,	1	
22	Until the gap between living and actual wage is abridged, bonus should continue	ı	4	1	8	-	1	1	1	1		1	ຕ	ı	ဖ	. =	7				
23	Bonus earned should be paid into some deposit scheme	I	-	1	-	1	1		1	1	ľ	Ī		' 1	' I	'	'	1	I.	1	,
24	Payment of bonus should apply to public sector also.	I	1	ı	-	ı	1	1	1	1	1	1	-	1	. 1	1	, ,	· '	1		
25	Since it is a burden to society, it should be abolished	1	1	F	1	1	1*	.	7		. 1	1	=	1	1	· I	!	. 1	ı	1	
5 6	Bonus should be taken into account while fixing wages	١	i	I	1	-	1	1	1	ı	1	1	-	ì	' I	1	, ,	ı	'	'	
27		l	1	ı	1	1	1	1	1	1	1	1	 	I	' 1	1	1	1	1		
8	Bonus should be given in the form of National Savings Certificate.	1	ì	1	1	1	1	1	1	1	1	1	1	1	1	1	· ·	1	1	1	
29		١	I	1	1	1	1	1	1	1		1	1	1	·	1	-	1	1	1	
8	Depends on the performance of the inclustry; it should remain as a part of remuneration and be paid on industry-cum-region-wise basis at a uniform rate.	i	1	1	, , ,	1	1	, 1	1	1	1	1	1	1	1	,	0	1	'.	1	. 1

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60	l	ŀ	1	1	1	16	18
2	It should be replaced by "payment by result" system and should be restricted to the maximum limit only provided in the Act	It should be a matter of collective bargaining; payment of bonus should be linked to productivity	It should be a deferred payment payable on a certain contingency only; will continue to be paid as per the Bonus Act	Bonus must be paid only if there are profits in a concern; payment of bonus should be linked to productivity; bonus should be included as a permanent feature	Payment of bonus should be linked to productivity: until the gap between living and actual wage is abridged, bonus should continue.	36 No comments	Тотак
1	31	32	8	*	35	38	

TABLE No. 1.298-(concid.)

TABLE No. 2-298

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

O. No. 184 : What should be the benefit of the place of remaneration of remane	Serial Number	-	-	64	ę.	ጥ	477	9	• •	ω	٠,	10	-	11	
Supering Supering		2	The ideal system would be one in which the basic wage fixed includes bonus also, as bonus is now considered as deferred wages		Bonus should be included as a feature	4 Bonus Act does not apply to us			7 May be done wherever possible	8 Present system should continue .	9 Should confine only to the statutory pay- ment		11 Will continue to be paid as per the Bonus Act	should be linked to than profit	13 . It should be a deferred payment payable on certain contingency only
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Distribution Dist	Engineering including Machine toolsand Scientific instruments	10	ŀ	1	ı		64	8	ŀ	1			1		ı
	Oil extraction, Refining and Distribution		-	1	ı	l	ı		-	1	1	1	1.		
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	It s	thould be a matter of collective bar-	I	1	ı	I	1	.	ı	-	==4	1	1	I	1	,	J]		84
	Par	prnent of bonus should be linked to	-	-	ļ	1	1	1	1	8	l	1	I		1	1	1	_,	5	0
	# S	occupies a prominent place in the	1	I	1	-	1	7		=	l	l	I		1		က	•	-	-
nus earned should be paid into some out softence to a soft	5 g	til the gap between living and actual ge is abridged, bonus should continue	1	1-	1	7	1	1	1	8	١	l	1	`. 	-		1		_	9
to abolished spelly to public correct of bonus should apply to public correct of bonus should apply to public correct of correct of correct co	B 한	nus carned should be paid into some sost scheme	1	1	. 1	1	1	- 1	1	1	1	1	1		1	1	1			
abolished	E 3	ment of bonus should apply to public tor also .	ı	1	1	J	1	١	1	1	1	ļ	1	,	1	ı	1			8
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all scale industries need some relief the application of the Act ; te should remain as a part of remu- si, it should remain as a part of remu- should remain as a part of remu- should be replaced by "payment by all" system and should be restricted the amatter of collective bargain- i; payment of bonus should be linked productivity. The payment of bonus should be linked to productivity; bonus unlid be linked to productivity; bonus unlid be included as permanent fea- e. The payment of bonus should be linked to productivity; until the gap between coductivity; until the gap between coductivity; until the gap between	8.5	nus should be taken into account while	I	I	l	1	1	1	1	1	1	1	.1		1	1	- 1			81
pends on the performance of the indus- sit is should remain as a part of remu- ation and be paid on industry-am- tion-wise basis at a uniform rate	E a	all scale industries need some relief the application of the Act	1	J	ı	1	ŀ	ı	ı	. 1	l	1	J		1	1	1		_	
should be replaced by "payment by It!" system and should be restricted the maximum limit only provided in Act Act Bayment of collective bargain Spayment of bonus should be linked Productivity Bayment of bonus should be linked Consecutive bargain Spayment of bonus Act Act Act Act Act Act Act Ac	S it y	bends on the performance of the industit should remain as a part of remutation and be paid on industry-cumtion-wise basis at a uniform rate	I	i ,	1	1	ļ	Į	1.	-	1	I	1		1	. '	1	1		-
hould be a matter of collective bargain- is payment of bonus should be linked productivity. In must be paid only if there are fifts in a concern; payment of bonus uld be linked to productivity; bonus uld be included as permanent feact. E	7 20 0 4	should be replaced by "payment by ilt" system and should be restricted the maximum limit only provided in Act	l	ĺ	1	1	1	.1	1	1	ı	. 1	1	·	l I	1			_	-
this in a concern; payment of bonus will be linked to productivity; bonus uld be linked to productivity; bonus uld be included as permanent feature. c	ing o	hould be a matter of collective bargain; payment of bonus should be linked productivity.	. 1	I	l	ı	I	l	l	ı		1	, 1		i 	. 1	ı	1	_	22
ment of bonus should be linked to ductivity; until the gap between against some is abridged, bonus	B F H H H	nus must be paid only if there are fits in a concern; payment of bonus uld be linked to productivity; bonus uld be included as permanent fea-	1	1	, 1	I	I	1	1	ţ	1	1	I	· 1	; [1	1	1		,,,,,
uld continue.	E F E	Payment of bonus should be linked to productivity; until the gap between living and actual wage is abridged, bonus should continue.	ı	. 1	I	1	I	I	I	1	I	1	ı	, 1	! !	1	1	, !	ı	_
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TABLE No. 3.298

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

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Serial Number	O. No. 164: What should be the place of bonus payments in the future system of remuneration?	snoizerneld IIA	Mining including Cost Mining	Sugar	All Textiles	Buidsildu¶ & guisnis¶	Cement	Iron and Steel	Engineering including Machine tools & scientific instruments	Oil extraction, Refining and Distribution	Banking	rioqenerT lisA	Foad Transport	Others	Total
-	2	3	4	5	9	7	80	6	01	11	12	13	14	15	91
-	Bonus should be included as a permanent feature	7	l	ı	m	ŀ	ł	1	l	į		1	_	4	01
64	Bonus must be paid only if there are profits in a concern	-	ł	ł	ı	1	ł		1	4	1	ŀ	~ ₁	-	83
co	Present system should continue .]]	ļ	1	1		_	ł			ł	İ	co	. 7
44	Bonus should be compulsory	-	1	ı	-	1	1	ł		i	ł	1	ı	-	4
1C)	Bonus should be linked to efficiency rather than profit	ł	ı	ł	ł	1	ı	ļ	1	ł	į	1	**		-
9	Payment of bonus should be linked to	-		ı	l	ı	1	ŀ	Ì	. 1	1				_
1	It occupies a prominent place in the system of remuneration	İ	-	,4	ı	ı	ı	64	-	1	ı	ł	· I	• •	• =
- Φ	In industry where a living wage is not paid, system of bonus payment must continue	1	1	1	, , 	l	ł	. 1	1	٠١	Í	· •	: 4	, 1	; -
_ີ	-	-	1	, 1	-	1	ı	1]	. 1	ĺ	1		7	. 01
10	Future payment of bonus should be made after suitably modifying the Act .	ţ	ì	•1	1		1	B 1	1	Luc	.]	1	5	. 67
7	It should be a matter of collective barga- ining, payment of bonus should be linked to productivity	ł	ł	. 1		.: 1	ı	-	1	ł	İ	1	ł		-
17	It should be deferred payment payable on a certain contingency only; will continue to be paid as per the Bonus Act		1	1	1	. 1	1	.1	. 1	1		1	0	l garrei	8
13	No comments	9	co.	1	6	1	į		8	ļ	73	ຕ	-	57	98
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Serial Number	Q. 164: What should be the place of bonus payments in the future system of remunerations?	г. и. т. и. с.	Its affiliates	viv. c	configure 21 C	Puru Steiline at	Its affiliates H. M. S.	Its affiliates	в. м. в.	estriffike est.	т. А. І. М. О.	i Its affiliates	Council of Indian Employers	Its affiliates
-	2	3	4	5	9	7	8	9 10	11	12	13	14	15	16
	The ideal system would be one in which the basic wage fixed includes bonus also, as bonus is now considered as deferred wages	_]	1.					.	1		1	•
8	Bonus should be included as a permanent feature	-	©	ļ	1	1	1,	• 1	1	ļ	ļ	ľ	1	I
ಬ	Bonus Act does not apply to us	1	1	1	1	1	. 1	1	1	i	.1	1	I	ಞ
4	Bonus must be paid only if there are profits in a concern	1		1	-	<u> </u>	1	!	1	1	1	1.	1	9
ιC	General Bonus payments should have no place in future and production bonus be encouraged	1	ı	1	1		1		I	1	1	1	1	2
9	May be done wherever possible:	1	1	1	ı	ı	1	1	1	ŀ	I	ı	1	-
1	Present system should continue	1	7	1	2		1	•	Spanning and	1	I	1	1	1
œ	Bonus should be compulsory	ı	-	1	1		1		I	ļ	1	ļ	ı	ı
on .	It should remain a part of remuneration and be paid on industry-cum-region-wise basis at uniform rate	1	1	- 1	1	1	i		.1.	1	I	-1.	. 1	~
10	It should be a matter of collective bar-	1	1	1	1	!	ı	 	1	1	1	. 1	1	-
=	Payment of Bonus should be linked to productivity	I	1	1	1	1	. 1	١.	1	1	ļ	1		
12	It occupies a prominent place in the system of remuneration	I	en	1	673	-	1	. 2	1		I	1	1	4
13	In industries where a living wage is not paid, system of bonus payment must continue	*		1	i	.	1		I	I	١.	l	I	1

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	2	60	4	so.	9	7	8	6	10	11	12	13	14	15	16
4	Until the gap between the living wage and actual wage is abridged, Bonus should continue	1	ı	I	ú	l	1	1	1	-	ı			-	1
15	Future payment of Bonus should be made after suitably modifying the Act	l	-	ł	I	`. 		I	ı	ļ	İ	ł	}	-	l
9	It should be replaced by "Payment by result" system and restricted to the maximum limit only provided in the Act	I	1	1	ļ	1	1	. 1	1	1	I	ı	1	I	1
17	It should be a matter of collective bargaining; payment of bonus should be linked to productivity	1	1	I		ļ	. 1	l	ļ	I	1	i		ı	l
	Bonus should be a deferred payment payable on a certain contingency only; it must be paid only if there are profits in a concern	I	1	ì		-		ł	ł	I	1	1	. 1	I	ł
10	Payment of bonus should be linked to productivity. Until the gap between living wage and actual wage is abridged, bonus should continue	1	•	.1	i	. 1	1	ı	1	1	1	I	I		-
20	No comments	1	20	I	10	Į	3	-	9	ļ	4	-	-	-	র্য
	Тотмг	1	38		22	8	2	-	6	1	5	-	en.	1	26
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